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ABSTRACT

This study is the sixth in a series of reports on salary schedules in effect at institutions of higher education that grant the 4-year bachelor's or higher degree. The information given here is derived from the salary schedules supplied by the 4-year institutions in connection with the 1971-72 survey, Salaries Paid and Salary-Related Practices in Higher Education, 1971-72. The first section of this report contains an overview of the characteristics of the salary schedules in 183 public and 392 nonpublic 4-year institutions, followed by detailed reviews of schedules, minimum and maximum salaries, and the increment structure. The next section lists the scheduled minimum and maximum salaries and number of increments by rank for each institution that did not withhold permission for these data to be published. The salary schedules of several institutions are reproduced in the final section as examples of statements of salary policies. (Author/PG)

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RESEARCH REPORT 1973-R7

Faculty Salary Schedules in Colleges and Universities, 1972-73

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FACULTY SALARY SCHEDULES IN COLLEGES AND UNIVERSITIES, 1972-73

Research Report 1973-R7

William S. Graybeal, Project Director

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FOREWORD

THIS IS THE SIXTH STUDY of salary schedule documents used by institutions of higher education granting the bachelor's or higher degree. It was conducted in response to the growing need for comparative salary schedule data and the increased use of them in improving faculty salaries in American institutions of higher education.

Like its predecessors in this series, this report describes the minimum and maximum salaries and increments, and includes a listing of colleges and universities with their scheduled minimum and maximum salaries, and provides examples of schedules for illustrative purposes. The salary schedules analyzed in this report vary widely in format, content, and precision. Therefore, readers should note the limitations described and take them into consideration when making interpretations.

NEA Research expresses appreciation to the staff and faculty of the colleges and universities who provided the basic data and to the institutions that gave permission to reproduce their schedules and policies.

This report was prepared by William S. Graybeal with the assistance of the supporting units of NEA Research.

W. Jack Tennant
Associate Director
NEA Research

INTRODUCTION

THIS STUDY is the sixth in a series of reports on salary schedules in effect at institutions of higher education which grant the four-year bachelor's or higher degree. (Salary schedules of 2-year institutions are reported in a separate study.[1]) The information given here is derived from the salary schedules supplied by the 4-year institutions in connection with the 1971-72 survey, *Salaries Paid and Salary-Related Practices in Higher Education, 1971-72.*

The first section of this report contains an overview of the characteristics of the salary schedules in 183 public and 392 nonpublic 4-year institutions, followed by detailed reviews of scheduled minimum and maximum salaries, and the increment structure. The next section lists the scheduled minimum and maximum salaries and number of increments by rank for each institution that did not withhold permission for these data to be published. The salary schedules of several institutions

[1] National Education Association, Research. *Faculty Salary Schedules in Community-Junior Colleges, 1972-73.* Research Report 1973-R6. Washington, D.C.: the Association, 1973. 63 p. Stock No. 435-25526.

TABLE 1.–INSTITUTIONS AND FACULTY COVERED BY SALARY SCHEDULES REVIEWED IN THIS REPORT

Stratum	Type and enrollment of institution	Institutions		Faculty	
		Number	Percent	Number	Percent
1	2	3	4	5	6
	PUBLIC INSTITUTIONS				
	Public universities	87	47.5	42,720	64.9
I.	Universities, 10,000 or more enrolled	29	15.8	24,830	37.7
II.	Universities, 5,000 to 9,999 enrolled	34	18.6	12,957	19.7
III.	Universities, fewer than 5,000 enrolled	24	13.1	4,933	7.5
VI.	State colleges (and other public colleges)	96	52.5	23,121	35.1
	Total public	183	100.0	65,841	100.0
	NONPUBLIC INSTITUTIONS				
	Nonpublic universities	26	6.6	5,621	20.6
IV.	Universities, 5,000 or more enrolled	6	1.5	2,565	9.4
V.	Universities, fewer than 5,000 enrolled	20	5.1	3,056	11.2
	Nonpublic colleges	366	93.4	21,710	79.4
VII.	Colleges, 1,000 or more enrolled	125	31.9	12,987	47.5
VIII.	Colleges, 500 to 999 enrolled	137	34.9	6,397	23.4
IX.	Colleges, fewer than 500 enrolled	104	26.5	2,326	8.5
	Total nonpublic	392	100.0	27,331	100.0
	TOTAL	575	...	93,172	...

are reproduced in the final section as examples of statements of salary policies. These examples supplement those included in earlier editions of this study.

In the survey questionnaire the salary schedule was defined as an officially adopted policy that designates minimum and maximum salaries for each rank, and that may designate, also, the number and amount of salary increments for faculty members at each rank. Materials forwarded by some institutions were not used in this report because they did not identify the minimum and maximum salaries for at least two ranks, they listed only minimum or only maximum salaries, or they described a policy in which salary placement is structured upon considerations other than faculty rank (educational preparation, experience, merit, number of dependents, age, etc.).

The salary schedules in this summary are grouped in two ways: (a) by the control and size within type groupings used in the 1971-72 biennial salary survey and (b) by major type within control groupings with public institutions further divided on the basis of the source of the salary schedule (state-wide versus institutionally established schedules).

The quantitative tables on levels of minimum and maximum scheduled salaries group the institutions by the classifications used in *Salaries Paid and Salary-Related Practices in Higher Education, 1971-72.* This stratification is shown in Table 1 together with the percentages of institutions reporting the use of salary schedules and the number and percentages of faculty covered by salary schedules. Universities are defined as complex institutions with three or more graduate schools.

The summaries of salary schedule provisions other than the levels of minimum and maximum salaries involve the 183 public and 392 nonpublic institutions grouped as follows:

Public Institutions

State-wide systems—colleges and universities whose salary schedules are established on a state-wide basis (these are largely institutions in Stratum VI, but some institutions in Strata I-III are included).[2]

Universities—all public universities that are not part of a state-wide system having a single salary schedules for all public institutions in the state (institutions in Strata I-III).

State colleges—all public colleges that are not part of a state-wide system having a single salary schedule for all public collges in the state (non-state-wide institutions in Stratum VI).

Nonpublic Institutions

Universities—institutions in Strata IV and V.

Colleges—institutions in Strata VII-IX.

Table 1 provides a distribution of salary schedules by the control, type, and size of institution and the number of faculty covered. Both public and nonpublic institutions with large enrollments contain a proportionately larger number of faculty members than do the smaller institutions. Thus, among public institutions with schedules more than one-third of the faculty are in Stratum I which has only one-sixth of the salary schedules. Conversely, 3 in 5 small nonpublic institution schedules (Strata VIII and IX) affect only 3 in 10 of the total number of faculty members in nonpublic institutions covered by salary schedules.

Salary schedules summarized in this report represent approximately two-fifths of all 456 public institutions and almost one-third of the 1,260 nonpublic institutions. The salary schedules apply to about 3 in 10 faculty (29.1 percent) in 4-year institutions.

When the public institution schedules are regrouped for the analysis of scheduled salaries, the summary shows that salaries scheduled on a state-wide basis affect about one-half the faculty employed in public institutions with scheduled salaries.

	Institutions		Faculty	
Institution grouping	Number	Percent	Number	Percent
Universities	41	22.4	22,854	34.7
State colleges ...	49	26.8	7,898	12.0
Institutions in state systems ...	93	50.8	35,086	53.3
TOTAL	183	100.0	65,841	100.0

The summary below and Table 2 show that about 3 salary schedules in 10 are from the Northeast, one-fourth are from the Middle states, and the remaining two regions each contain about one-fifth of the schedules. Also, the schedules from public colleges and from nonpublic universities tend to be from the Northeast; more than one-third of the schedules from public universities are from the

[2] The following states have a state-wide salary schedule: California, Connecticut, Louisiana, Maryland, Massachusetts, New Jersey, Oregon, Pennsylvania, Tennessee, and Vermont.

TABLE 2.--DISTRIBUTION OF PUBLIC AND NON-PUBLIC UNIVERSITIES AND COLLEGES, BY CONTROL, SIZE OF ENROLLMENT AND GEOGRAPHIC REGION, 1972-73

GEOGRAPHIC REGION	PUBLIC UNIVERSITIES 10,000 OR MORE	PUBLIC UNIVERSITIES 5,000-9,999	PUBLIC UNIVERSITIES LESS THAN 5,000	PUBLIC COLLEGES	NONPUBLIC UNIVERSITIES 5,000 OR MORE	NONPUBLIC UNIVERSITIES LESS THAN 5,000	NON-PUBLIC COLLEGES 1,000 OR MORE	NON-PUBLIC COLLEGES 500-999	NON-PUBLIC COLLEGES LESS THAN 500	TOTAL
1	2	3	4	5	6	7	8	9	10	11
NORTHEAST	6	10	8	43	4	9	46	32	25	183
SOUTHEAST	7	11	8	25	2	2	28	38	15	136
MIDDLE	2	0	3	4	0	3	31	47	41	131
WEST	14	13	5	24	0	6	20	20	23	125
TOTAL	29	34	24	96	6	20	125	137	104	575

[1]NORTHEAST: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont. SOUTHEAST: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia. MIDDLE: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin. WEST: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, Washington, Wyoming.

West, and more than one-fourth are from the Northeast; and about three-fifths of the schedules from nonpublic colleges are equally divided between the Northeast and the Middle states and the remaining two-fifths, are about equally divided between the Southeast and the West.

The unit of information in this report is the *institution* rather than the *individual faculty member*. Thus, when information is interpreted to apply to faculty personnel, it should be weighted toward conditions in the large institutions.

Region	Public universities I-III	Public colleges VI	Nonpublic universities IV-V	Nonpublic colleges VII-IX
Northeast	27.6	44.8	50.0	28.1
Southeast	29.9	26.0	15.4	22.1
Middle	5.7	4.2	11.5	32.5
West	36.8	25.0	23.1	17.2
TOTALS	100.0	100.0	100.0	99.9
	87	96	26	366

MINIMUM AND MAXIMUM SCHEDULED SALARIES

THE FOLLOWING subsections review institutional data by control of the institution and size of enrollment. In addition to reporting scheduled salaries in 1972-73, the summaries show trends in scheduled salaries and selected characteristics of the structure of scheduled salaries.

Public Institutions

Summaries of the minimum and maximum salaries scheduled for each faculty rank in public institutions are shown in Tables 3 and 4. The highest mean of scheduled minimum salaries occurs in three different groupings of institutions over the four ranks while the lowest means are for medium size public universities at each rank. Differences in the mean of scheduled minimum salaries range among institutions grouped by size from $1,147 for professors to $346 for instructors.

The salary schedules that provide separate salary strata within faculty ranks for faculty having different levels of academic preparation are included with the scheduled minimum salary reported being the salary listed for the lowest recognized level of academic preparation. With a few exceptions, the scheduled maximum salary used in these tables is the maximum provided for the highest level of academic preparation listed for a given rank. In these exceptions use is made of the scheduled highest salary for the rank even though it is listed for a level of preparation which is lower than the top level of preparation recognized for the rank.

The highest mean of scheduled *maximum* salaries in public institutions is in the largest universities for each rank. Differences in the mean of scheduled salaries among the groups of public institutions are greater for scheduled maximum salaries than for scheduled minimum salaries. These differences range from $1,479 for associate professors down to $746 for instructors.

The relationship of the 1972-73 scheduled minimum and maximum salaries at each rank to the scheduled minimum salary for instructors was estimated through use of mean scheduled salaries. The highest and lowest ration of the mean scheduled salaries in institutions grouped by type and the ratios for the total group of institutions are shown below.

Faculty rank	Ratio of mean scheduled salary to mean scheduled minimum salary for instructors: Highest	Lowest	Total institutions
MINIMUM SALARIES			
Professor	1.805	1.714	1.757
Associate professor	1.477	1.426	1.440
Assistant professor	1.202	1.175	1.185
Instructor	1.000	1.000	1.000
MAXIMUM SALARIES			
Professor	3.019	2.513	2.625
Associate professor	2.245	2.061	2.120
Assistant professor	1.854	1.705	1.762
Instructor	1.466	1.400	1.422

In the preceding summaries the salary schedule information has been compiled with the institution as the unit of data. Because the large institutions tend to have higher scheduled salaries than the small institutions this procedure provides a lower national average of scheduled salaries than would be observed if the scheduled salaries were accumulated on the basis of the number of faculty covered by each salary schedule.

Because summaries of faculty salaries *paid* are based on the individual faculty salary as the unit of data, a similarly based summary of *scheduled* salaries will provide a comparable and more nearly accurate estimate of the scheduled salary levels of higher education faculty. Difficulties in collecting and maintaining current data about the number of faculty having each rank level have made it not feasible to further improve the accuracy of the national estimates by weighting each stratum of scheduled salary by the number of faculty to whom it would apply. The following shows the mean of scheduled salaries based on the number of full-time faculty covered by salary schedules, and shows the difference between the means of scheduled salaries using the institution and using the number of faculty as the unit of data.

	Mean (faculty) scheduled salary	Percent above mean (institution) scheduled salary
MINIMUM SALARIES		
Professor	$15,375	4.0
Associate professor	12,517	3.4
Assistant professor	10,190	2.2
Instructor	8,620	2.5
MAXIMUM SALARIES		
Professor	$23,593	6.9
Associate professor	18,341	2.9
Assistant professor	15,095	1.8
Instructor	12,108	1.3

Nonpublic Institutions

Summaries of the scheduled minimum and maximum salaries in nonpublic institutions granting 4-year and higher degrees are provided in Tables 5 and 6. The levels of the mean scheduled minimum salaries are highest in the small universities and are lowest in colleges enrolling 300 to 999 students. The mean scheduled salaries tend to be related positively to institution size.

The relationship of the 1972-73 minimum and maximum scheduled salaries at each of the four ranks to the scheduled minimum salary for instructors was estimated through use of mean scheduled salaries in each group of institutions and for the total number of nonpublic institutions. The highest and lowest ratios for institutions grouped by type and the ratios for the total group of institutions are shown below.

	Ratio of mean scheduled salary to mean scheduled minimum salary for instructors		
Faculty rank	Highest	Lowest	Total institutions
MINIMUM SALARIES			
Professor	1.872	1.565	1.625
Associate professor	1.538	1.333	1.379
Assistant professor	1.199	1.145	1.167
Instructor	1.000	1.000	1.000
MAXIMUM SALARIES			
Professor	2.855	2.109	2.245
Associate professor	2.273	1.785	1.878
Assistant professor	1.828	1.531	1.591
Instructor	1.496	1.269	1.303

In the preceding summaries the salary schedule information has been compiled with the institution as the unit of data. Because the large institutions tend to have higher scheduled salaries than the small institutions, this procedure provides a lower national average of scheduled salaries than would be observed if the scheduled salaries were accumulated on the basis of the number of faculty covered by each salary schedule.

Because summaries of faculty salaries *paid* are based on the individual faculty salary as the unit of data, a similarly based summary of *scheduled* salaries will provide a comparable and more nearly accurate estimate of the scheduled salary levels of higher education faculty. Difficulties in collecting and maintaining current data about the number of faculty having each rank level have made it not feasible to further improve the accuracy of the national estimates by weighting each stratum of scheduled salary by the number of faculty to whom it would apply. The following shows the mean of scheduled salaries based on the number of full-time faculty covered by salary schedules, and shows the difference between the means of scheduled salaries using the institution and using the number of faculty as the unit of data.

	Mean (faculty) scheduled salary	Percent above mean (institution) scheduled salary
MINIMUM SALARIES		
Professor	$13,083	7.4
Associate professor	10,927	5.8
Assistant professor	9,051	3.5
Instructor	7,752	3.5
MAXIMUM SALARIES		
Professor	$18,415	9.5
Associate professor	15,240	8.3
Assistant professor	12,719	6.7
Instructor	10,239	4.9

Percent of Increase

Table 7 shows the growth in mean scheduled salaries for each rank in public and nonpublic institutions between 1965-66 and 1972-73. (The first period shown, 1965-66 to 1967-68, reflects a two-year change.) The percentages of increases in the means of both scheduled minimum and maximum salaries in public institutions were highest in 1969-70, except for the slightly higher increase in maximum salaries of professors in 1967-68 (on the assumption that the annual increases between 1965-66 and 1967-68 were about half of the total percentage increase). The percentage increases shown for 1972-73 are higher than those of the preceding year at all ranks in public institutions.

In nonpublic institutions the largest percentage increase occurred in 1968-69. The percentages of increases in 1972-73 are lower than those of 1971-72 with two exceptions. The percentages of increase in the means of scheduled minimum and maximum salaries for assistant professors and instructors are higher in 1972-73 than in 1971-72.

The mean scheduled minimum and maximum salaries and the percentages of increases in 148 *public* institutions reporting for both 1971-72 and 1972-73 are summarized below:

Faculty rank	Mean scheduled salary, 1972-73	Percent increase over 1971-72
MINIMUM SALARIES		
Professor	$14,848	4.0
Associate professor	12,169	4.1
Assistant professor	10,004	3.9
Instructor	8,486	3.7
MAXIMUM SALARIES		
Professor	$22,124	4.6
Associate professor	17,830	4.2
Assistant professor	14,742	4.2
Instructor	11,925	4.8

The mean scheduled salaries and the percentages of increases from 1971-72 to 1972-73 in 250 *nonpublic* institutions reporting both years are as follows:

Faculty rank	Mean scheduled salary, 1972-73	Percent increase over 1971-72
MINIMUM SALARIES		
Professor	$12,303	3.9
Associate professor	10,394	4.2
Assistant professor	8,795	4.4
Instructor	7,546	4.7
MAXIMUM SALARIES		
Professor	$17,272	4.4
Associate professor	14,300	5.1
Assistant professor	12,036	4.8
Instructor	9,857	4.9

Among institutions reporting both years, the percentages of increases of mean scheduled salaries for all ranks except professor in nonpublic institutions are somewhat larger than for public institutions.

TABLE 3.--SCHEDULED MINIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1972-73

RANK AND ITEM	PUBLIC UNIVERSITIES 10,000 OR MORE	5,000 TO 9,999	LESS THAN 5,000	PUBLIC COLLEGES	TOTAL
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	29	34	24	96	183
NUMBER OF FACULTY,ALL RANKS	24,830	12,957	4,933	23,121	65,841
SCHEDULED SALARIES					
HIGHEST	22,500	22,500	23,023	22,500	23,023
QUARTILE 3	17,500	15,906	17,690	16,164	16,164
MEDIAN	14,238	14,289	15,820	14,534	14,534
QUARTILE 1	13,000	10,000	12,063	13,700	13,000
LOWEST	8,000	8,400	7,725	10,000	7,725
MEAN	15,118	13,971	14,990	14,906	14,777
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	29	34	24	96	183
NUMBER OF FACULTY,ALL RANKS	24,830	12,957	4,933	23,121	65,841
SCHEDULED SALARIES					
HIGHEST	17,830	17,830	17,830	17,830	17,830
QUARTILE 3	14,400	13,020	14,209	12,844	13,020
MEDIAN	12,624	11,777	12,767	11,950	11,950
QUARTILE 1	10,886	9,000	10,601	11,000	10,800
LOWEST	7,000	7,800	7,650	9,000	7,000
MEAN	12,370	11,671	12,388	12,120	12,111
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	29	34	24	96	183
NUMBER OF FACULTY,ALL RANKS	24,830	12,957	4,933	23,121	65,841
SCHEDULED SALARIES					
HIGHEST	14,830	14,830	14,830	14,830	14,830
QUARTILE 3	11,200	10,720	10,720	10,380	10,720
MEDIAN	9,600	9,760	10,275	9,924	9,924
QUARTILE 1	8,852	8,000	9,405	9,041	9,000
LOWEST	6,000	7,500	7,500	7,920	6,000
MEAN	10,011	9,745	10,180	9,984	9,970
INSTRUCTOR					
NUMBER OF INSTITUTIONS	29	34	24	95	182
NUMBER OF FACULTY,ALL RANKS	24,830	12,957	4,933	23,106	65,826
SCHEDULED SALARIES					
HIGHEST	12,700	12,700	12,700	12,700	12,700
QUARTILE 3	9,348	9,057	9,000	9,044	9,096
MEDIAN	8,000	8,086	8,660	8,299	8,299
QUARTILE 1	7,245	6,500	7,245	7,900	7,386
LOWEST	5,000	6,200	6,200	6,000	5,000
MEAN	8,376	8,152	8,466	8,498	8,410

TABLE 4.--SCHEDULED MAXIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1972-73

RANK AND ITEM	PUBLIC UNIVERSITIES 10,000 OR MORE	5,000 TO 9,999	LESS THAN 5,000	PUBLIC COLLEGES	TOTAL
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	25	33	24	94	176
NUMBER OF FACULTY, ALL RANKS ..	20,957	12,541	4,933	22,819	61,250
SCHEDULED SALARIES					
HIGHEST	34,019	31,275	31,275	34,019	34,019
QUARTILE 3	30,100	21,240	27,180	22,517	25,477
MEDIAN	25,900	19,930	21,240	20,664	20,664
QUARTILE 1	20,664	19,254	19,550	18,300	19,086
LOWEST	18,600	16,776	13,725	14,550	13,725
MEAN	25,285	21,387	22,526	21,358	22,080
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	29	34	24	96	183
NUMBER OF FACULTY, ALL RANKS ..	24,830	12,957	4,933	23,121	65,841
SCHEDULED SALARIES					
HIGHEST	25,500	25,500	25,500	25,500	25,500
QUARTILE 3	21,063	17,753	20,410	18,039	19,300
MEDIAN	17,334	16,500	17,460	16,610	17,160
QUARTILE 1	16,332	16,123	16,243	15,925	16,164
LOWEST	13,500	13,500	13,650	12,350	12,350
MEAN	18,803	17,324	18,605	17,514	17,826
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	29	34	24	96	183
NUMBER OF FACULTY, ALL RANKS ..	24,830	12,957	4,933	23,121	65,841
SCHEDULED SALARIES					
HIGHEST	20,830	20,830	20,952	20,830	20,952
QUARTILE 3	16,315	15,500	16,433	15,000	15,500
MEDIAN	15,100	14,500	14,971	13,850	14,360
QUARTILE 1	14,220	13,595	14,181	12,792	13,000
LOWEST	11,500	12,000	12,726	11,100	11,100
MEAN	15,533	14,724	15,443	14,486	14,822
INSTRUCTOR					
NUMBER OF INSTITUTIONS	29	34	24	95	182
NUMBER OF FACULTY, ALL RANKS ..	24,830	12,957	4,933	23,106	65,826
SCHEDULED SALARIES					
HIGHEST	17,150	17,150	17,740	17,150	17,740
QUARTILE 3	13,395	11,900	13,207	12,500	12,612
MEDIAN	11,500	11,500	11,850	11,616	11,616
QUARTILE 1	10,600	10,442	11,529	10,800	10,800
LOWEST	9,495	9,072	9,600	9,000	9,000
MEAN	12,105	11,668	12,414	11,899	11,957

TABLE 5.--SCHEDULED MINIMUM SALARIES OF NON-PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1972-73

RANK AND ITEM	NON-PUBLIC UNIVERSITIES		NON-PUBLIC COLLEGES			TOTAL
	5,000 OR MORE	LESS THAN 5,000	1,000 OR MORE	500 TO 999	LESS THAN 500	
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	6	19	125	136	104	390
NUMBER OF FACULTY,ALL RANKS ..	2,565	3,047	12,987	6,362	2,326	27,287
SCHEDULED SALARIES						
HIGHEST	18,000	18,750	18,000	16,500	18,500	18,750
QUARTILE 3	...	16,500	15,000	12,780	12,968	13,600
MEDIAN	12,890	14,000	13,440	11,500	11,250	12,000
QUARTILE 1	...	12,000	11,800	10,018	9,500	10,500
LOWEST	8,500	10,650	7,787	7,258	4,644	4,644
MEAN	13,260	14,263	13,255	11,464	11,367	12,176
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	6	20	125	137	103	391
NUMBER OF FACULTY,ALL RANKS ..	2,565	3,056	12,987	6,397	2,308	27,313
SCHEDULED SALARIES						
HIGHEST	14,000	16,225	15,000	13,500	15,000	16,225
QUARTILE 3	...	13,425	12,200	10,500	10,935	11,300
MEDIAN	10,670	11,940	11,000	9,500	9,900	10,200
QUARTILE 1	...	10,500	10,000	9,000	8,500	9,000
LOWEST	7,500	8,450	7,200	6,700	5,800	5,800
MEAN	10,897	12,100	11,016	9,760	9,876	10,329
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	6	20	125	137	101	389
NUMBER OF FACULTY,ALL RANKS ..	2,565	3,056	12,987	6,397	2,281	27,286
SCHEDULED SALARIES						
HIGHEST	10,500	14,000	12,500	12,000	13,750	14,000
QUARTILE 3	...	10,680	10,000	9,000	9,535	9,500
MEDIAN	7,840	9,825	9,000	8,300	8,500	8,600
QUARTILE 1	...	9,000	8,500	8,000	7,500	8,000
LOWEST	6,500	8,000	5,718	5,850	3,200	3,200
MEAN	8,293	10,032	9,085	8,385	8,589	8,746
INSTRUCTOR						
NUMBER OF INSTITUTIONS	6	18	124	133	84	365
NUMBER OF FACULTY,ALL RANKS ..	2,565	3,037	12,905	6,178	2,054	26,739
SCHEDULED SALARIES						
HIGHEST	9,500	11,000	10,500	10,500	12,000	12,000
QUARTILE 3	...	9,084	8,500	7,925	8,000	8,108
MEDIAN	6,550	8,270	7,760	7,300	7,000	7,500
QUARTILE 1	...	7,500	7,000	7,000	6,425	7,000
LOWEST	5,500	6,750	5,475	5,050	3,840	3,840
MEAN	7,083	8,365	7,785	7,323	7,169	7,492

TABLE 6.--SCHEDULED MAXIMUM SALARIES OF NON-PUBLIC FOUR YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1972-73

RANK AND ITEM	NON-PUBLIC UNIVERSITIES		NON-PUBLIC COLLEGES			TOTAL
	5,000 OR MORE	LESS THAN 5,000	1,000 OR MORE	500 TO 999	LESS THAN 500	
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	5	17	115	117	99	353
NUMBER OF FACULTY,ALL RANKS	1,905	2,533	11,490	5,506	2,229	23,663
SCHEDULED SALARIES						
HIGHEST	32,000	27,500	32,767	28,000	26,000	32,767
QUARTILE 3	...	21,725	21,066	17,500	16,880	19,000
MEDIAN	19,000	20,185	18,332	16,000	15,000	16,400
QUARTILE 1	...	18,460	16,070	14,020	12,500	14,273
LOWEST	14,400	11,750	11,100	8,855	7,400	7,400
MEAN	20,220	19,908	18,635	15,888	15,116	16,821
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	6	20	125	135	102	388
NUMBER OF FACULTY,ALL RANKS	2,565	3,056	12,987	6,288	2,273	27,169
SCHEDULED SALARIES						
HIGHEST	21,500	22,475	26,000	18,000	21,000	26,000
QUARTILE 3	...	17,716	17,000	14,500	14,550	15,600
MEDIAN	15,650	16,550	15,074	13,200	12,550	14,000
QUARTILE 1	...	15,197	13,700	12,000	11,000	12,170
LOWEST	12,900	11,150	10,500	8,578	5,800	5,800
MEAN	16,100	16,575	15,429	13,309	12,800	14,069
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	6	20	125	137	101	389
NUMBER OF FACULTY,ALL RANKS	2,565	3,056	12,987	6,397	2,282	27,287
SCHEDULED SALARIES						
HIGHEST	15,900	16,250	18,000	15,500	16,250	18,000
QUARTILE 3	...	14,963	14,000	12,500	12,500	13,200
MEDIAN	12,520	13,545	12,680	11,360	10,750	11,950
QUARTILE 1	...	12,500	11,700	10,402	9,644	10,500
LOWEST	11,100	10,430	9,500	7,938	5,600	5,600
MEAN	12,947	13,533	12,927	11,423	10,979	11,923
INSTRUCTOR						
NUMBER OF INSTITUTIONS	6	17	124	132	80	359
NUMBER OF FACULTY,ALL RANKS	2,565	2,885	12,919	6,161	1,928	26,458
SCHEDULED SALARIES						
HIGHEST	12,400	13,000	14,875	13,000	15,000	15,000
QUARTILE 3	...	11,615	11,075	10,000	10,238	10,700
MEDIAN	10,440	10,500	10,100	9,490	8,962	9,700
QUARTILE 1	...	10,000	9,413	8,725	8,000	8,900
LOWEST	9,100	8,150	7,000	6,938	5,800	5,800
MEAN	10,597	10,707	10,277	9,514	9,095	9,759

TABLE 7.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES OF PUBLIC AND NONPUBLIC FOUR-YEAR OR HIGHER DEGREE GRANTING INSTITUTIONS, 1965-66 TO 1972-73

Type of scheduled salary and academic year	Professor				Associate professor				Assistant professor				Instructor			
	Public		Nonpublic		Public		Nonpublic		Public		Nonpublic		Public		Nonpublic	
	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
SCHEDULED MINIMUM SALARIES																
1965-66	$ 9,990	...	$ 9,137	...	$ 8,351	...	$ 7,721	...	$ 6,972	...	$ 6,603	...	$ 5,975	...	$5,616	...
1967-68	11,525	15.4	9,856	7.9	9,440	13.0	8,267	7.1	7,797	11.8	7,003	6.1	6,621	10.8	5,961	6.1
1968-69	12,099	5.0	10,487	6.4	9,950	5.4	8,787	6.3	8,180	4.9	7,406	5.8	6,871	3.8	6,316	6.0
1969-70	12,999	7.4	11,051	5.4	10,676	7.3	9,230	5.0	8,727	6.7	7,794	5.2	7,397	7.7	6,640	5.1
1970-71	13,783	6.0	11,465	3.7	11,299	5.8	9,658	4.6	9,273	6.3	8,184	5.0	7,854	6.2	6,958	4.8
1971-72	14,201	3.0	11,919	4.0	11,584	3.4	10,028	3.8	9,600	3.5	8,447	3.2	8,124	3.4	7,21	3.6
1972-73	14,777	4.1	12,176	2.2	12,111	3.7	10,329	3.0	9,970	3.9	8,746	3.5	8,410	3.5	7,492	3.9
SCHEDULED MAXIMUM SALARIES																
1965-66	14,584	...	12,640	...	11,574	...	10,212	...	9,615	...	8,610	...	8,090	...	7,236	...
1967-68	16,221	11.2	13,491	6.7	13,405	15.8	10,973	7.5	11,137	15.8	9,252	7.5	9,248	14.3	7,678	6.1
1968-69	17,171	5.9	14,497	7.5	14,255	6.3	11,825	7.8	11,779	5.8	9,953	7.6	9,579	3.6	8,181	6.6
1969-70	19,015	10.7	15,365	6.0	15,653	9.8	12,439	5.2	12,815	8.8	10,520	5.7	10,407	8.6	8,586	5.0
1970-71	20,426	7.4	16,036	4.4	16,678	6.5	13,089	5.2	13,733	7.2	11,092	5.4	11,154	7.2	9,062	5.5
1971-72	21,258	4.0	16,798	4.8	17,120	2.7	13,734	4.9	14,109	2.7	11,614	4.7	11,327	1.6	9,478	4.6
1972-73	22,080	4.0	16,821	0.1	17,826	4.1	14,069	2.4	14,822	5.1	11,923	2.7	11,957	5.6	9,759	3.0

NOTE: The numbers of institutions reporting by year are as follows: 1965-66–194 public, 273 nonpublic; 1967-68–164 public, 233 nonpublic; 1968-69–155 public, 385 nonpublic; 1969-70–168 public, 317 nonpublic; 1970-71–152 public, 261 nonpublic; 1971-72–172 public, 293 nonpublic; 1972-73–183 public, 391 nonpublic.

PROVISION FOR SCHEDULED SALARY INCREMENTS

USE OF A SYSTEM of scheduled increments is described in 111 or about two-fifths (60.7 percent) of the 183 public institution salary schedules. About one-fourth (26.5 percent) of the 392 nonpublic institution salary schedules provide a system of scheduled increments.

The characteristics of the increment structure are reviewed in Table 8 which shows by type of institution the number, amounts, and total amounts added by regular increments. For the institutions having multiple salary scales within ranks based on academic preparation completed, the most representative preparation levels are:

Professor—Doctorate
Associate professor—Doctorate, or next highest level below doctorate.
Assistant professor—Master's plus 1 year, or next highest level below master's plus 1 year
Instructor—Master's degree

Numbers of Increments

The number of scheduled increments provided in the salary schedules of 4-year institutions ranges from one to 30 with differences by rank and by type of institution. The mean number of increments among public institutions is eight for the rank of professor and is seven for each of the remaining ranks. In nonpublic institutions, the mean number of increments is eight for the top three ranks and six for instructors. Among public institutions the mean number of increments tends to be at least one greater in the universities than in the other groups. The mean numbers of increments in nonpublic universities are higher than in nonpublic colleges by one increment at the top three ranks and by three increments at the rank of instructor.

Amounts of Increments

The amount of each scheduled increment ranges from $50 to $2,539 with differences by rank and by type of institution. The mean amounts are largest at the top rank ($973 in public institutions and $604 in nonpublic institutions) and range downward to the rank of instructor where the mean is $504 in public institutions and $396 in nonpublic institutions. The mean amounts of increments in the schedules of public institutions are highest in the universities and next highest in public institutions in state systems at all ranks except professor where the pattern is reversed. The mean amounts of increments in nonpublic universities are not widely different from the mean amounts for the same rank in the nonpublic colleges. The differences range between $103 for instructors and $52 for professors.

Total Amount Added by Increments

The total amount added by all increments in a given rank range from $175 to $17,982. In public institutions the mean total amount added by all increments is $6,725 for professors, $5,231 for associate professors, $4,275 for assistant professors, and $3,392 for instructors. A similar pattern is observed among nonpublic institutions with the mean amounts ranging from $4,130 for professors down to $2,022 for instructors.

TABLE 8.--NUMBER, AMOUNT, AND TOTAL AMOUNT ADDED BY REGULAR SALARY INCREMENTS IN PUBLIC AND NON-PUBLIC COLLEGES AND UNIVERSITIES, BY FACULTY RANK, 1972-73

FACULTY RANK	PUBLIC INSTITUTIONS: UNIVERSITIES	PUBLIC INSTITUTIONS: COLLEGES	PUBLIC INSTITUTIONS: STATE SYSTEMS	PUBLIC INSTITUTIONS: TOTAL	NON-PUBLIC INSTITUTIONS: UNIVERSITIES	NON-PUBLIC INSTITUTIONS: COLLEGES	NON-PUBLIC INSTITUTIONS: TOTAL
1	2	3	4	5	6	7	8
PROFESSOR							
NUMER OF INCREMENTS							
HIGH	24	30	11	30	24	31	31
MEDIAN	9	7	6	7	5	7	7
LOW	5	3	5	3	2	2	2
MEAN	10	9	6	8	9	8	8
AMOUNT OF INCREMENTS							
HIGH	2,539	2,539	2,060	2,539	900	2,000	2,000
MEDIAN	865	747	900	900	533	500	500
LOW	225	77	612	77	200	50	50
MEAN	946	851	1,027	973	554	606	604
TOTAL AMOUNT ADDED BY INCREMENTS							
HIGH	17,775	17,775	11,747	17,775	12,800	17,982	17,982
MEDIAN	8,310	6,720	5,420	5,684	3,591	3,883	3,807
LOW	2,712	1,150	3,550	1,150	400	400	400
MEAN	7,919	6,575	6,331	6,725	4,846	4,094	4,130
NUMBER OF INSTITUTIONS	24	23	64	111	5	99	[illegible]
ASSOCIATE PROFESSOR							
NUMER OF INCREMENTS							
HIGH	22	24	12	24	24	32	32
MEDIAN	9	7	6	7	5	6	6
LOW	5	5	4	4	2	1	1
MEAN	10	9	6	7	9	8	8
AMOUNT OF INCREMENTS							
HIGH	1,500	1,500	1,225	1,500	600	1,600	1,600
MEDIAN	655	643	694	694	388	486	471
LOW	225	195	546	195	150	50	50
MEAN	781	747	768	766	412	501	497
TOTAL AMOUNT ADDED BY INCREMENTS							
HIGH	9,201	9,201	8,507	9,201	9,300	12,200	12,200
MEDIAN	6,955	6,000	4,440	4,900	2,784	3,212	3,100
LOW	3,313	2,400	3,000	2,400	300	300	300
MEAN	6,419	5,898	4,547	5,231	3,588	3,197	3,214
NUMBER OF INSTITUTIONS	24	23	64	111	5	106	111
ASSISTANT PROFESSOR							
NUMER OF INCREMENTS							
HIGH	20	24	12	24	24	28	28
MEDIAN	9	7	6	7	5	6	6
LOW	5	5	5	5	4	1	1
MEAN	9	9	6	7	9	8	8
AMOUNT OF INCREMENTS							
HIGH	1,368	1,368	807	1,368	500	1,550	1,550
MEDIAN	551	550	562	562	310	416	400
LOW	225	185	415	185	250	50	50
MEAN	656	624	600	617	341	441	436
TOTAL AMOUNT ADDED BY INCREMENTS							
HIGH	7,569	7,569	6,175	7,569	6,900	8,085	8,085
MEDIAN	5,943	5,200	3,640	3,900	2,170	2,525	2,500
LOW	2,700	1,500	2,490	1,500	1,000	175	175
MEAN	5,313	4,980	3,632	4,275	2,873	2,732	2,738
NUMBER OF INSTITUTIONS	24	23	64	111	5	106	111
INSTRUCTOR							
NUMER OF INCREMENTS							
HIGH	18	13	9	18	24	28	28
MEDIAN	8	7	6	7	5	5	5
LOW	3	1	4	1	4	1	1
MEAN	9	7	6	7	9	6	6
AMOUNT OF INCREMENTS							
HIGH	1,272	1,272	700	1,272	401	1,300	1,300
MEDIAN	474	483	497	497	270	375	375
LOW	225	267	385	225	196	50	50
MEAN	539	510	486	504	298	401	396
TOTAL AMOUNT ADDED BY INCREMENTS							
HIGH	6,360	6,360	4,032	6,360	4,700	5,508	5,508
MEDIAN	4,450	3,750	2,980	3,164	2,000	1,640	1,700
LOW	810	300	1,540	300	900	175	175
MEAN	4,178	3,632	2,958	3,392	2,299	2,008	2,022
NUMBER OF INSTITUTIONS	24	23	56	103	5	96	101

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1972-73

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	FOOT-NOTE	PROFESSOR MINIMUM	PROFESSOR MAXIMUM	PROFESSOR INCR.	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR INCR.	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSISTANT PROFESSOR INCR.	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	INSTRUCTOR INCR.
ALABAMA													
*ALABAMA STATE UNIVERSITY	A,B,G	12,500	17,300	11	10,800	15,600	11	8,400	12,270	11	7,500	10,100	9
DANIEL PAYNE COLLEGE		7,000	10,000	..	6,800	8,500	..	5,800	7,500	..	5,000	7,200	..
MILES COLLEGE		8,100	14,000	..	7,200	12,000	..	6,750	11,200	..	6,300	9,000	..
OAKWOOD COLLEGE	A	10,300	11,400	3	9,400	10,800	4	8,300	10,450	5	7,200	9,200	5
TUSKEGEE INSTITUTE		13,500	...	..	11,000	15,000	..	9,000	12,500	..	7,500	10,000	..
*UNIV OF ALA IN BIRMINGHAM	G	14,724	24,540	..	12,270	20,450	..	10,634	17,996	..	8,998	14,724	..
ALASKA													
ALASKA METHODIST UNIVERSITY		15,500	17,750	9	13,000	15,500	10	12,000	15,000	12	10,500	13,000	10
*UNIVERSITY OF ALASKA		19,800	23,175	15	16,200	19,575	15	12,600	15,975	15	9,000	12,375	15
ARIZONA													
GRAND CANYON COLLEGE	A,E	9,000	...	..	8,000	10,500	..	7,500	9,500	..	7,000	8,500	..
*UNIVERSITY OF ARIZONA		13,000	...	..	11,500	16,000	..	9,900	14,500	..	8,000	11,000	..
ARKANSAS													
ARKANSAS COLLEGE	A,B,C	11,000	14,069	..	9,000	12,000	..	8,200	10,900	..	...	...	..
*HENDERSON STATE COLLEGE		9,965	17,500	18	9,243	15,500	18	7,614	13,900	18	6,912	11,500	18
JOHN BROWN UNIVERSITY		10,475	15,300	..	11,050	13,325	..	9,775	11,475	..	8,925	9,830	..
*SOUTHERN STATE COLLEGE	A,B,F	10,200	15,600	30	9,000	13,680	24	8,400	12,840	26	8,040	10,200	8
*UNIV OF ARKANSAS MONTICELLO		10,400	17,600	..	9,500	16,100	..	8,400	17,000	..	6,700	10,800	..
*UNIVERSITY OF ARKANSAS	G	14,076	30,000	..	13,374	21,126	..	8,703	23,478	..	8,130	12,858	..
CALIFORNIA													
AMER BAPT SEM WEST-COVINA		10,000	14,900	6	9,000	12,400	4	8,000	10,400	3	7,000	8,000	1
AZUSA PACIFIC COLLEGE		9,200	15,200	12	8,000	12,800	12	7,500	10,400	8	7,000	8,500	6
BETHAN BIBLE COLLEGE	A,B	9,525	12,900	10	7,750	11,575	15	7,225	9,900	13	6,700	7,700	10
*CAL ST COLL DOMINGUEZ HILLS	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*CAL ST POLY COLL POMONA	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*CAL ST POLY SAN LUIS OBISPO	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*CALIF ST COLL SAN BERNARDINO	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*CALIF ST UNIV FULLERTON	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*CALIF STATE COLL BAKERSFIELD	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*CALIF STATE COLL HAYWARD	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*CALIF STATE COLL LONG BEACH	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*CALIF STATE COLL LOS ANGELES	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*CALIF STATE COLL NORTHRIDGE	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*CALIF STATE COLL STANISLAUS	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*CALIF STATE UNIV FRESNO	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*CALIF STATE UNIV HUMBOLDT	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
CALIFORNIA BAPTIST COLLEGE		10,350	11,175	2	9,350	10,225	2	8,150	8,325	1	7,500	7,675	1
CALIFORNIA LUTHERAN COLLEGE		12,000	17,500	..	10,000	14,300	..	8,500	12,500	..	7,500	9,500	..
CHAPMAN COLLEGE	A,G	15,000	19,000	..	12,000	17,000	..	8,500	13,200	..	8,000	10,000	..
*CHICO STATE COLLEGE	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
COLLEGE OF THE HOLY NAMES	B,G	13,077	14,418	2	10,247	12,455	4	8,678	10,046	3	7,497	8,265	2
HEBREW UNION C CALIF BRANCH	H	17,000	26,000	5	14,500	16,000	3	12,500	14,000	3	9,350	...	..
LA VERNE COLLEGE	B,G	14,700	18,350	..	10,000	16,000	..	7,900	13,150	..	6,000	9,000	..
LONE MOUNTAIN COLLEGE	B	15,900	15,900	6	10,100	13,100	6	7,800	10,200	6	6,800	9,200	6
LOS ANGELES BAPT COLL SEM	A,B,C	8,000	11,800	..	8,000	11,200	..	8,000	10,600	..	8,000	10,000	..
MONTEREY INST OF FOREIGN STU	B	12,870	17,500	6	11,200	14,500	5	9,520	12,400	5	8,064	9,480	3
*NAVAL POSTGRADUATE SCHOOL	F	18,568	28,026	24	13,912	21,973	22	10,841	17,578	20	8,999	12,070	9
OCCIDENTAL COLLEGE		15,300	25,000	..	12,300	17,000	..	10,000	13,400	..	9,000	11,500	..
*OTIS ART INSTITUTE		14,247	17,757	..	12,420	15,471	..	9,983	12,420	..	...	...	..
PACIFIC COLLEGE OF FRESNO	G	12,250	14,943	..	10,245	12,483	..	8,591	10,443	..	6,780	8,250	..
ROSEMEAD GRAD SCH PSYCHOLOGY		...	...	..	16,225	16,225	..	14,000	15,500	..	...	...	..
*SACRAMENTO STATE COLLEGE	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
SAINT MARY'S COLL OF CALIF	B	16,800	20,065	6	12,450	16,020	7	10,130	12,680	6	8,863	10,350	2
*SAN DIEGO STATE COLLEGE	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*SAN FRANCISCO STATE COLLEGE	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
SAN JOSE BIBLE COLLEGE		8,580	10,116	3	7,800	8,580	1	...	...	..	...	...	..
*SAN JOSE STATE COLLEGE	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
*SONOMA STATE COLLEGE	B,G	16,164	20,664	5	12,696	16,164	5	10,020	12,792	5	9,096	11,616	5
SOUTHERN CALIFORNIA COLLEGE	A,B,H	8,200	12,750	15	8,000	12,150	13	7,020	11,950	11	6,020	9,000	8
ST PATRICK'S SEMINARY		14,559	17,698	..	12,555	15,007	..	11,024	12,871	..	...	...	..
*UNIV OF CALIF RIVERSIDE	C,D,E	17,500	27,800	5	14,400	19,300	4	11,200	15,100	5	9,600	9,600	..
*UNIV OF CALIF SAN DIEGO	C,D,E	17,500	27,800	5	14,400	19,300	4	11,200	15,100	5	9,600	9,600	..
*UNIVERSITY OF CALIF DAVIS	C,D,E	17,500	27,800	5	14,400	19,300	4	11,200	15,100	5	9,600	9,600	..
WHITTIER COLLEGE		15,000	25,000	..	13,000	18,000	..	10,500	14,000	..	8,500	11,000	..
COLORADO													
*ADAMS STATE COLLEGE	A	15,132	...	..	12,012	15,132	..	9,596	12,012	..	7,800	9,596	..
COLORADO COLLEGE		15,300	23,300	..	12,200	15,900	..	10,000	12,900	..	9,200	10,700	..
*UNIV OF NORTHERN COLORADO	A,B	13,500	19,500	..	11,500	13,500	..	10,200	11,500	..	7,800	10,200	..
CONNECTICUT													
ALBERTUS MAGNUS COLLEGE		12,500	16,000	..	11,000	13,000	..	9,500	11,000	..	8,500	9,700	..
*EASTERN CONN STATE COLLEGE	C	16,398	20,070	6	14,102	17,378	6	11,638	14,126	6	10,479	12,837	6
*U S COAST GUARD ACADEMY	B	18,568	23,864	..	13,912	21,973	..	10,841	16,573	..	8,999	12,070	..
*UNIVERSITY OF CONNECTICUT		17,300	30,200	15	14,300	21,560	11	10,300	16,130	11	8,300	13,500	13
UNIVERSITY OF NEW HAVEN		15,500	18,440	7	13,500	16,055	7	11,500	13,670	7	10,500	11,890	7
WESLEYAN UNIVERSITY		18,750	...	..	14,900	18,700	..	10,500	14,050	..	9,000	10,400	..
DELAWARE													
*DELAWARE STATE COLLEGE		14,000	19,000	..	11,500	15,500	..	9,500	13,000	..	9,300	11,000	..
WILMINGTON COLLEGE		12,200	15,200	7	10,200	13,200	7	8,600	11,000	7	7,000	9,400	7
DISTRICT OF COLUMBIA													
*D C TEACHERS COLLEGE	A,B	16,585	24,055	10	13,270	19,255	10	10,380	14,940	9	8,529	11,500	8

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1972-73(CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT-NOTE	PROFESSOR MINIMUM	PROFESSOR MAXIMUM	PROFESSOR INCR.	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR INCR.	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSISTANT PROFESSOR INCR.	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	INSTRUCTOR INCR.
(* PUBLIC INSTITUTION)													
DISTRICT OF COLUMBIA(CONTINUED)													
*FEDERAL CITY COLLEGE		16,585	24,055	..	13,270	19,255	..	10,380	14,540	..	8,525	11,500	..
GALLAUDET COLLEGE	A,G	18,000	29,000	31	15,000	23,000	32	12,500	17,500	20	10,500	14,750	17
FLORIDA													
BETHUNE-COOKMAN COLLEGE	A,B,H	11,000	16,000	..	9,200	14,000	..	8,500	12,000	..	7,500	9,000	..
EDWARD WATERS COLLEGE	C	11,000	15,000	..	9,000	12,000	..	8,400	10,000	..	7,500	8,800	..
EMBRY-RIDDLE AERON UNIV		11,000	14,000	..	10,000	13,000	..	9,500	12,000	..	7,000	10,000	..
*FLORIDA A AND M UNIVERSITY		14,786	17,698	9	13,605	15,907	9	9,373	12,726	9	7,163	10,605	9
FLORIDA MEMORIAL COLLEGE		9,000	15,000	..	8,500	14,000	..	8,000	11,000	..	7,000	9,000	..
FORT LAUDERDALE UNIVERSITY	A,H	11,500	14,000	..	9,500	12,000	..	8,500	10,000	..	8,000	9,000	..
NOVA U OF ADVANCED TECH INC	C,G,H	18,000	27,500	..	15,000	22,675	..	12,000	15,000	..	11,000	12,000	..
GEORGIA													
ATLANTA CHRISTIAN COLLEGE	C	9,500	13,500	..	...	...	..	7,500	9,500	..	5,200	6,500	..
CLARK COLLEGE		12,000	16,000	..	10,000	14,500	..	8,500	12,500	..	7,000	9,500	..
COVENANT COLLEGE		11,500	13,700	10	10,200	12,400	10	8,900	10,340	10	7,600	9,040	10
HAWAII													
CHAMINADE COLL OF HONOLULU		13,032	16,920	8	10,620	13,932	8	8,640	11,376	8	7,092	9,252	8
*UNIVERSITY OF HAWAII		16,608	21,852	7	12,624	16,608	7	9,600	12,624	7	7,596	9,984	7
IDAHO													
COLLEGE OF IDAHO	A,B,H	10,000	16,085	21	9,000	14,035	19	8,000	12,180	14	...	...	..
*UNIVERSITY OF IDAHO	A,G	14,000	20,500	..	11,500	16,000	..	8,500	14,500	..	7,500	12,500	..
ILLINOIS													
AMAAT COLLEGE		13,500	19,000	..	11,500	15,000	..	9,500	13,000	..	8,500	11,000	..
CHICAGO THEOLOGICAL SEMINARY		14,300	21,000	..	12,000	17,000	..	10,000	13,000	..	...	...	..
ELMHURST COLLEGE		13,000	20,000	20	12,000	16,000	14	9,000	14,000	20	7,000	9,500	13
EVANGELICAL THEOLOGICAL SEM	A,B	16,000	19,000	..	14,000	16,000	..	13,000	14,000	..	...	...	..
GEORGE WILLIAMS COLLEGE	A,G	16,050	21,120	..	12,200	16,050	..	8,860	12,200	..	7,880	8,860	..
ILL BENEDICTINE COLLEGE	B	13,010	17,220	11	10,990	14,710	11	8,970	12,150	11	8,420	9,830	6
ILLINOIS COLLEGE		12,500	18,500	..	11,000	15,000	..	9,000	13,000	..	8,000	10,000	..
JUDSON COLLEGE	C,E	13,630	22,650	7	10,680	17,730	8	8,200	13,600	9	6,400	10,230	10
LAKE FOREST COLLEGE		15,000	24,000	..	13,500	17,500	..	10,000	13,500	..	7,500	10,000	..
LEWIS COLLEGE	C	15,000	17,100	7	13,000	15,100	7	11,000	13,100	7	9,000	11,100	7
OLIVET NAZARENE COLLEGE	B	9,010	13,335	..	8,715	11,865	..	7,455	11,340	..	6,500	7,885	..
SCH OF ART INST OF CHICAGO		14,132	21,000	..	11,130	18,000	..	9,000	12,600	..	7,200	10,050	..
SPERTUS COLL OF JUDAICA	A,C,J	12,500	16,000	5	11,000	14,500	6	10,500	13,000	3	8,500	10,000	3
INDIANA													
DEPAUW UNIVERSITY		14,200	22,500	..	12,400	20,000	..	10,000	18,000	..	8,000	11,400	..
FORT WAYNE BIBLE COLLEGE	F	9,000	11,500	..	8,000	10,500	..	7,000	9,500	..	6,000	7,500	..
GRACE COLL & THEOLOGICAL SEM	A,B	10,583	11,679	..	9,406	11,118	..	8,415	9,894	..	7,523	8,696	..
HUNTINGTON COLLEGE	B,C	11,349	13,621	..	10,364	12,075	..	8,352	10,019	..	7,299	8,759	..
MANCHESTER COLLEGE		14,000	19,000	..	11,500	16,000	..	9,000	13,000	..	7,500	10,000	..
MARIAN COLLEGE	H	13,000	16,200	..	10,500	13,300	..	8,800	11,500	..	8,000	9,600	..
IOWA													
BUENA VISTA COLLEGE		11,000	17,000	..	9,500	15,000	..	8,500	13,500	..	7,500	11,000	..
CENTRAL COLLEGE	A,G	11,000	20,000	..	9,000	18,000	..	8,000	13,500	..	7,000	10,000	..
DIVINE WORD COLLEGE	C,G,H	11,150	17,850	..	10,035	16,075	..	8,920	14,280	..	7,805	12,495	..
LUTHER COLLEGE		14,936	21,066	..	13,266	18,206	..	10,957	15,246	..	8,116	12,647	..
MARYCREST COLLEGE		12,500	15,000	..	10,500	13,000	..	8,500	11,000	..	7,500	9,500	..
MORNINGSIDE COLLEGE		13,050	16,050	..	12,775	15,520	..	8,200	12,000	..	8,060	10,545	..
WARTBURG THEOLOGICAL SEM		16,500	16,750	..	15,000	15,500	..	13,000	13,650	..	...	...	..
KANSAS													
BETHANY COLLEGE		11,000	17,000	..	9,000	13,500	..	7,500	10,750	..	6,500	9,000	..
FRIENDS BIBLE COLLEGE		7,000	12,000	..	6,000	7,500	..	5,000	6,500	..	4,500	6,000	..
KANSAS WESLEYAN		13,000	15,000	..	8,500	12,500	..	7,500	11,000	..	7,000	10,000	..
MCPHERSON COLLEGE	B	8,700	13,000	..	7,600	10,900	..	6,800	9,400	..	6,500	6,500	..
MID-AMERICA NAZARENE COLLEGE	A,G	11,000	13,500	..	9,000	11,500	..	7,000	9,500	..	6,500	8,000	..
OTTAWA UNIVERSITY		12,000	21,000	..	9,000	18,000	..	8,000	15,000	..	6,000	12,000	..
SAINT MARY OF THE PLAINS COL		11,525	14,500	..	9,500	12,500	..	8,000	10,500	..	7,000	8,500	..
STERLING COLLEGE	H	10,500	14,000	..	9,000	12,500	..	7,500	11,000	..	7,500	9,500	..
TABOR COLLEGE	A,G	9,000	15,000	..	8,000	13,000	..	7,000	11,000	..	6,000	9,000	..
KENTUCKY													
ASBURY COLLEGE		11,675	14,246	..	9,900	11,777	..	8,535	11,647	..	7,828	9,000	..
BEREA COLLEGE		11,000	18,900	..	11,400	15,100	..	9,000	12,900	..	7,600	9,500	..
GEORGETOWN COLLEGE		12,500	20,000	..	10,200	15,400	..	8,600	12,600	..	7,500	10,100	..
*KENTUCKY STATE COLLEGE	A,G	13,000	16,500	..	10,500	14,000	..	9,000	13,500	..	8,400	12,500	..
KENTUCKY WESLEYAN COLLEGE		10,000	18,000	..	9,000	16,000	..	8,000	14,000	..	6,000	10,000	..
LOUISVILLE PRESB THEOL SEM		15,930	17,600	..	13,500	15,150	..	11,200	12,700	..	...	...	..
*UNIVERSITY OF LOUISVILLE		15,000	...	..	9,000	16,500	..	8,000	15,000	..	7,000	12,500	..
LOUISIANA													
DILLARD UNIVERSITY		12,000	16,500	..	10,000	12,500	..	9,000	10,500	..	8,000	9,500	..
*LOUISIANA TECH UNIV	A,B	13,000	19,500	..	9,000	16,500	..	8,000	15,500	..	6,500	11,500	..
*MCNEESE STATE UNIVERSITY	A,B	13,000	19,500	..	9,000	16,500	..	8,000	15,500	..	6,500	11,500	..
*NICHOLLS STATE UNIVERSITY	A,B	13,000	19,500	..	9,000	16,500	..	8,000	15,500	..	6,500	11,500	..
*NORTHWESTERN ST UNIV OF LA	A,B	13,000	19,500	..	9,000	16,500	..	8,000	15,500	..	6,500	11,500	..
*SOUTHEASTERN LA UNIV	A,B	13,000	19,500	..	9,000	16,500	..	8,000	15,500	..	6,500	11,500	..
*SOUTHERN UNIV BATON ROUGE	A,B	13,000	19,500	..	9,000	16,500	..	8,000	15,500	..	6,500	11,500	..
*SOUTHERN UNIV IN NEW ORLEANS	A,B	13,000	19,500	..	9,000	16,500	..	8,000	15,500	..	6,500	11,500	..
ST MARYS DOMINICAN COLLEGE	A,B	12,000	...	..	9,000	13,000	..	8,000	11,000	..	6,500	9,000	..
*UNIV OF SOUTHWESTERN LA	A,B	13,000	19,500	..	9,000	16,500	..	8,000	15,500	..	6,500	11,500	..

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1972-73(CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT-NOTE	PROFESSOR MINIMUM	PROFESSOR MAXIMUM	PROFESSOR INCR.	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR INCR.	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSISTANT PROFESSOR INCR.	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	INSTRUCTOR INCR.
(* PUBLIC INSTITUTION)													
MAINE													
BATES COLLEGE		15,100	...	..	14,000	16,953	..	10,500	14,400	..	...	11,250	..
COLBY COLLEGE	G	14,000	28,000	..	11,500	18,000	..	9,500	16,000	..	7,500	12,000	..
MARYLAND													
*BOWIE STATE COLLEGE		13,700	21,700	8	11,600	17,200	7	9,500	13,700	6	7,900	11,400	5
*COPPIN STATE COLLEGE		13,700	21,700	10	11,600	17,200	8	9,500	13,700	7	7,900	11,400	7
*FROSTBURG STATE COLLEGE		13,700	21,700	10	11,600	17,200	8	9,500	13,700	7	7,900	11,400	7
*MORGAN STATE COLLEGE		13,700	21,700	10	11,600	17,200	8	9,500	13,700	7	7,900	11,400	7
MOUNT SAINT MARY'S COLLEGE		12,500	17,000	8	10,000	14,000	8	8,500	12,000	8	7,000	10,000	8
*SALISBURY COLLEGE	A	13,700	21,700	10	11,600	17,200	9	9,500	13,700	8	7,900	11,400	8
*ST MARY'S COLL OF MARYLAND	A,B	13,700	21,700	10	11,600	17,200	8	9,500	13,700	7	7,900	11,400	7
*TOWSON STATE COLLEGE	C	13,700	21,700	10	11,600	17,200	8	9,500	13,700	7	7,900	11,400	7
UNIVERSITY OF BALTIMORE		10,500	18,900	16	9,500	16,150	14	8,000	13,630	14	7,000	10,850	11
WASHINGTON BIBLE COLLEGE	A,B,C	7,600	11,000	7	6,700	10,000	7	6,000	9,000	7	5,200	8,000	7
MASSACHUSSETTS													
AMERICAN INTERNATIONAL COLL	B	12,500	18,500	..	10,500	14,000	..	8,500	12,000	..	7,500	10,000	..
ANNA MARIA COLLEGE	A,G	12,870	18,500	..	10,990	13,184	..	9,530	11,124	..	8,240	9,480	..
BABSON COLLEGE		15,000	...	..	12,000	22,000	..	9,000	18,000	..	6,000	12,000	..
*BOSTON STATE COLLEGE		14,534	25,914	..	11,950	20,857	..	9,924	16,585	..	8,299	13,244	..
*BRIDGEWATER STATE COLLEGE		14,534	25,914	..	11,950	20,857	..	9,924	16,585	..	8,299	13,244	..
CURRY COLLEGE		12,500	...	..	9,500	14,500	..	8,000	12,500	..	7,000	10,000	..
EASTERN NAZARENE COLLEGE	B	9,500	12,200	..	8,500	11,700	..	7,400	10,600	..	6,400	...	..
EPISCOPAL THEOLOGICAL SCHOOL		10,000	...	..	8,500	9,500	..	7,500	8,500	..	6,500	6,500	..
*FITCHBURG STATE COLLEGE		14,534	25,914	..	11,950	20,857	..	9,924	16,585	..	8,299	13,244	..
*FRAMINGHAM STATE COLLEGE		14,534	25,914	..	11,949	20,857	..	9,924	16,585	..	8,299	13,244	..
*LOWELL STATE COLLEGE		14,534	25,914	..	11,949	20,857	..	9,924	16,585	..	8,299	13,244	..
MASS COLL OF OPTOMETRY	G	18,000	25,500	..	15,000	21,000	..	12,000	15,300	..	12,000	13,500	..
*MASS MARITIME ACADEMY		13,436	24,840	..	11,460	19,991	..	9,516	15,901	..	7,956	12,695	..
*MASSACHUSETTS COLL OF ART	C,E,F	14,534	25,914	..	11,949	20,857	..	9,924	16,585	..	8,299	13,244	..
MERRIMACK COLLEGE	C	12,725	16,325	6	10,875	14,475	6	9,250	12,750	7	8,800	10,400	6
*NORTH ADAMS STATE COLLEGE	B	14,534	25,914	..	11,949	20,857	..	9,924	16,585	..	8,299	13,244	..
*SALEM STATE COLLEGE		14,534	25,914	..	11,950	20,857	..	9,924	16,585	..	8,299	13,244	..
SIMMONS COLLEGE		15,000	21,400	..	12,000	19,000	..	9,200	15,500	..	8,400	11,500	..
STONEHILL COLLEGE	G	14,400	19,450	6	11,340	15,225	6	8,925	11,885	6	7,770	9,450	4
WELLESLEY COLLEGE	C	17,000	...	..	14,600	17,600	6	11,600	14,000	6	10,100	11,000	3
WESTERN NEW ENGLAND COLLEGE		12,500	19,000	..	10,500	15,000	..	9,000	12,500	..	8,000	10,000	..
*WESTFIELD STATE COLLEGE		14,534	25,914	..	11,950	20,857	..	9,924	16,585	..	8,299	13,244	..
WHEELOCK COLLEGE		13,000	20,000	..	9,500	15,500	..	8,500	13,500	..	7,000	11,500	..
WILLIAMS COLLEGE		15,000	...	..	12,500	16,500	..	9,500	13,500	..	7,750	9,000	..
*WORCESTER STATE COLLEGE		14,534	25,914	..	11,950	20,857	..	9,924	16,585	..	8,299	13,244	..
*WORCESTER STATE COLLEGE		14,534	25,914	..	11,949	20,857	..	9,924	16,585	..	8,299	13,244	..
MICHIGAN													
CALVIN COLLEGE		12,960	16,200	..	11,340	13,770	..	9,720	13,365	..	8,100	10,125	..
CALVIN SEMINARY	B	13,365	16,200	..	10,935	12,960	..	10,125	11,340	..	...	...	..
GRACE BIBLE COLLEGE	A,C,G	10,672	12,673	..	9,205	11,606	..	8,004	10,139	..	6,670	8,671	..
GRAND RAPIDS BAPTIST COLLEGE	A,C,H	9,000	11,700	9	8,000	10,700	9	7,000	9,100	7	6,200	7,700	5
HOPE COLLEGE		14,000	19,600	..	11,200	17,000	..	9,000	13,650	..	9,000	10,650	..
MERCY COLLEGE OF DETROIT		13,500	16,500	..	11,500	14,000	..	9,700	12,000	..	8,000	10,000	..
SACRED HEART SEMINARY	A,B,G	11,700	16,900	..	10,700	14,700	4	9,500	12,700	4	7,700	10,300	3
SHAW COLLEGE AT DETROIT	A	12,000	15,500	7	9,500	12,500	6	8,500	10,000	3	7,500	9,000	3
ST. MARYS COLLEGE	E,H	13,000	15,000	..	11,000	12,750	..	9,000	10,750	..	7,000	8,750	..
*WAYNE STATE UNIVERSITY	P	14,000	28,000	..	11,500	21,000	..	9,000	16,500	..	7,600	11,000	..
WESTERN THEOLOGICAL SEMINARY	B,H	10,000	13,000	..	9,500	12,500	..	9,000	12,000	..	8,500	11,500	..
MINNESOTA													
AUGSBURG COLLEGE		12,600	17,000	..	10,000	13,500	..	8,800	11,800	..	7,000	9,200	..
BETHEL SEMINARY		12,100	16,650	..	10,700	12,800	..	9,750	...	..	...	...	..
COLLEGE OF ST BENEDICT		14,500	29,000	..	11,300	17,500	..	9,800	13,500	..	8,500	11,000	..
GUSTAVUS ADOLPHUS COLLEGE	H	14,000	21,000	..	11,250	17,250	..	9,750	14,750	..	8,500	12,500	..
HAMLINE UNIVERSITY		16,500	22,000	..	13,000	16,520	..	10,503	13,000	..	8,500	10,500	..
SAINT OLAF COLLEGE		15,400	23,900	..	12,000	16,750	..	9,750	13,800	..	9,000	11,150	..
MISSISSIPPI													
REFORMED THEOLOGICAL SEM		10,725	13,000	6	9,100	10,400	3	8,125	8,775	2	7,475	7,800	1
RUST COLLEGE		9,000	16,800	..	8,500	12,000	..	8,000	9,000	..	7,100	8,000	..
*UNIV OF SOUTHERN MISSISSIPPI		12,500	...	..	11,000	13,500	..	9,500	12,000	..	8,000	10,500	..
MISSOURI													
CULVER-STOCKTON COLLEGE	B,C,G	10,000	...	..	9,000	15,000	..	8,000	12,000	..	7,000	10,000	..
EVANGEL COLLEGE		9,700	11,100	15	8,500	10,500	15	8,200	9,800	15	6,300	8,100	12
FONTBONNE COLLEGE		11,620	...	..	9,450	12,690	..	8,400	10,750	..	7,000	8,610	..
*HARRIS TEACHERS COLLEGE		12,000	17,000	..	11,000	16,000	..	9,000	15,000	..	7,500	14,100	..
MARILLAC COLLEGE	H	10,000	19,000	..	9,000	14,500	..	8,000	10,500	..	7,000	8,500	..
*MISSOURI SOUTHERN COLLEGE	A	12,000	16,740	..	10,000	14,580	..	8,700	13,500	..	8,000	10,260	..
PARK COLLEGE		13,641	17,613	..	10,918	14,420	..	9,634	11,330	..	9,000	9,000	..
ST PAUL SCHOOL OF THEOLOGY		12,000	16,000	..	10,500	13,500	..	8,500	12,000	..	6,000	9,000	..
MONTANA													
CARROLL COLLEGE		13,500	16,500	..	10,500	14,500	..	8,000	11,500	..	7,500	10,000	..
ROCKY MOUNTAIN COLLEGE		11,500	...	..	10,000	...	..	8,500	10,500	..	7,500	8,500	..
NEBRASKA													
*CHADRON STATE COLLEGE	A,C,H	12,450	14,550	7	9,550	14,050	7	8,350	13,550	7	8,050	10,950	6
MIDLAND LUTHERAN COLLEGE		11,000	16,000	5	9,000	14,000	11	8,400	10,800	28	7,800	10,000	28

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1972-73(CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT-NOTE	PROFESSOR MINIMUM	PROFESSOR MAXIMUM	PROFESSOR INCR.	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR INCR.	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSISTANT PROFESSOR INCR.	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	INSTRUCTOR INCR.
(* PUBLIC INSTITUTION)													
NEVADA													
*UNIV OF NEVADA LAS VEGAS	L	14,075	18,825	10	10,825	15,925	12	8,750	12,500	10	6,725	9,975	10
*UNIV OF NEVADA RENO	L	14,075	18,825	10	10,825	15,925	12	8,750	12,500	10	6,725	9,975	10
NEW HAMPSHIRE													
COLBY JUNIOR COLLEGE		11,500	16,000	..	10,500	14,000	..	8,500	11,000	..	7,000	10,000	..
NEW ENGLAND COLLEGE		14,000	16,400	3	11,500	13,500	3	9,600	12,300	5	8,700	10,100	3
NEW HAMPSHIRE COLLEGE		11,000	20,000	..	9,000	13,000	..	8,000	13,500	..	7,000	11,250	..
NEW JERSEY													
CALDWELL COLLEGE	B,C,H	10,000	16,300	3	9,000	12,500	3	8,000	9,200	3	7,200	8,100	3
FELICIAN COLLEGE	A	12,000	16,000	..	11,500	14,000	..	10,000	12,000	..	9,000	10,500	..
GEORGIAN COURT COLLEGE		13,800	16,600	..	11,600	13,600	..	10,000	11,300	..	9,000	10,300	..
*GLASSBORO STATE COLLEGE		16,244	21,928	7	13,363	18,039	7	10,994	14,844	7	9,044	12,208	7
*JERSEY CITY STATE COLLEGE		16,244	21,928	7	13,363	18,039	7	10,994	14,844	7	9,044	12,208	7
*MONTCLAIR STATE COLLEGE		16,244	21,928	6	13,363	18,039	6	10,994	14,944	6	9,044	12,208	6
NEW BRUNSWICK THEOL SEM		13,500	16,500	..	13,000	16,000	..	12,500	15,500	..	12,000	15,000	..
*NEWARK STATE COLLEGE		16,244	21,928	7	13,363	18,039	7	10,994	14,844	7	9,044	12,208	7
*RAMAPO COLLEGE OF NEW JERSEY		16,244	21,928	8	13,363	18,039	8	10,994	14,844	8	9,044	12,208	8
*RUTGERS CAMDEN COLL ARTS-SCI	B,H	16,244	26,635	8	12,727	21,928	8	10,470	18,039	8	8,613	14,844	8
*RUTGERS THE STATE UNIVERSITY	A,B	16,244	34,019	7	12,727	21,928	7	10,470	18,039	7	8,613	14,844	7
*RUTGERS UNIV NEWARK CAMP	A,B	16,244	34,019	7	12,727	21,928	7	10,470	18,039	7	8,613	14,844	7
SAINT PETERS COLLEGE	C	15,000	20,000	..	12,000	17,000	..	11,000	15,000	..	10,000	13,000	..
SETON HALL UNIVERSITY		14,500	19,000	5	11,500	14,500	5	8,600	11,100	5	7,100	9,100	5
*STOCKTON STATE COLLEGE		16,244	21,928	7	13,363	18,039	7	10,994	14,844	7	9,044	12,208	7
*TRENTON STATE COLLEGE		16,244	21,928	7	13,363	18,039	7	10,994	14,844	7	9,044	12,208	7
UPSALA COLLEGE		14,000	22,000	..	11,000	26,000	..	9,500	14,000	..	8,000	11,000	..
*WILLIAM PATERSON COLLEGE		16,244	21,928	7	13,363	18,039	7	10,994	14,844	7	9,044	12,208	7
NEW MEXICO													
COLLEGE OF SANTA FE	A,G	11,745	15,226	5	9,550	13,356	6	7,100	12,270	8	7,400	8,500	3
UNIVERSITY OF ALBUQUERQUE	C,G,H	11,400	17,400	10	9,400	14,400	10	7,400	11,400	10	6,400	9,400	10
NEW YORK													
BARNARD COLLEGE		16,000	17,500	3	13,000	14,500	3	10,500	12,000	3	8,500	9,500	2
BROOKLYN COLL OF PHARMACY	G,H	18,500	...	..	13,000	18,500	..	10,650	14,500	..	8,500	11,600	..
COLLEGE OF MT ST VINCENT		14,000	...	..	11,000	15,500	..	9,000	13,000	..	7,500	11,000	..
COLLEGE OF NEW ROCHELLE	A	16,300	21,100	..	12,700	16,230	..	9,600	12,600	..	8,000	9,500	..
COLLEGE OF SAINT ROSE	A,E	13,000	...	..	11,000	...	..	9,000	11,000	..	7,500	9,000	..
*CUNY BERNARD BARUCH COLLEGE	P	22,500	31,275	7	17,830	25,500	7	14,830	20,830	7	12,700	17,150	7
*CUNY BROOKLYN COLLEGE	P	22,500	31,275	7	17,830	25,500	7	14,830	20,830	7	12,700	17,150	7
*CUNY CITY COLLEGE	P	22,500	31,275	7	17,830	25,500	7	14,830	20,830	7	12,700	17,150	7
*CUNY GRADUATE DIVISION	P	22,500	31,275	7	17,830	25,500	7	14,830	20,830	7	12,700	17,150	7
*CUNY HUNTER COLLEGE	P	22,500	31,275	7	17,830	25,500	7	14,830	20,830	7	12,700	17,150	7
*CUNY JOHN JAY C CRIM JUST	P	22,500	31,275	7	17,830	25,500	7	14,830	20,830	7	12,700	17,150	7
*CUNY LEHMAN COLLEGE	P	22,500	31,275	7	17,830	25,500	7	14,830	20,830	7	12,700	17,150	7
*CUNY MEDGAR EVERS COLL	P	22,500	31,275	7	17,830	25,500	7	14,830	20,830	7	12,700	17,150	7
*CUNY QUEENS COLLEGE	P	22,500	31,275	7	17,830	25,500	7	14,830	20,830	7	12,700	17,150	7
*CUNY RICHMOND COLLEGE	P	22,500	31,275	7	17,830	25,500	7	14,830	20,830	7	12,700	17,150	7
*CUNY YORK COLLEGE	P	22,500	31,275	7	17,830	25,500	7	14,830	20,830	7	12,700	17,150	7
DOWLING COLLEGE		16,615	20,273	6	14,003	17,660	6	11,390	14,525	6	8,778	11,913	6
HAMILTON COLLEGE		14,000	...	..	12,000	17,500	..	9,500	15,500	..	8,500	11,500	..
HARTWICK COLLEGE		14,000	17,500	..	11,000	15,600	..	8,500	13,900	..	7,500	11,250	..
HEBREW UNION C N Y BRANCH	H	17,000	26,000	5	14,500	16,000	3	12,500	14,000	3	9,350	...	..
ITHACA COLLEGE		12,350	21,950	..	11,400	18,500	..	10,000	16,250	..	8,000	13,000	..
KIRKLAND COLLEGE		15,500	...	..	12,000	16,500	..	10,500	13,500	..	8,700	11,000	..
LONG IS U BROOKLYN CENTER		16,000	...	..	12,700	21,500	..	10,500	15,900	..	8,400	12,400	..
LONG IS U C W POST CENTER		16,300	...	..	12,700	21,500	..	10,500	15,900	..	8,400	12,400	..
LONG IS U SOUTHAMPTON CENTER		16,000	...	..	12,700	21,500	..	10,500	15,900	..	8,400	12,400	..
MARYMOUNT COLLEGE		16,250	21,050	6	13,200	17,400	6	10,550	13,550	5	8,600	10,600	4
MERCY COLLEGE	A	14,785	32,767	23	11,300	23,500	19	8,740	16,825	17	8,000	11,315	9
MOUNT SAINT MARY COLLEGE		11,508	19,608	9	9,504	15,108	8	8,004	12,204	7	7,248	10,248	6
N Y INST OF TECHNOLOGY		16,335	22,143	..	13,310	18,513	..	11,132	15,125	..	9,317	11,132	..
N Y INST TECH MAIN CAMPUS		16,335	22,143	..	13,310	18,513	..	11,132	15,125	..	9,317	11,132	..
N Y INST TECHN N Y CTY CAM		16,335	22,143	..	13,310	18,513	..	11,132	15,125	..	9,317	11,132	..
NAZARETH COLL OF ROCHESTER		17,500	...	..	12,500	15,500	..	10,000	13,000	..	8,500	10,500	..
NIAGARA UNIVERSITY	G	13,000	20,000	12	11,000	15,000	8	8,600	11,400	7	7,000	8,500	5
RUSSELL SAGE COLLEGE		16,500	22,500	..	13,500	17,500	..	11,000	14,500	..	9,000	12,000	..
SKIDMORE COLLEGE		13,500	...	..	11,300	15,000	..	9,300	12,800	..	8,300	11,100	..
ST BONAVENTURE UNIVERSITY	A	14,700	23,000	..	10,500	16,800	..	9,500	14,000	..	8,400	10,500	..
ST THOMAS AQUINAS COLLEGE	C,E	...	...	..	10,000	15,600	9	9,000	13,950	9	8,000	12,500	9
*STATE UNIV COLL AT POTSDAM		19,875	25,318	..	12,837	20,291	..	10,350	16,770	..	7,900	12,000	..
*SUNY AT STONY BROOK		19,499	31,000	..	14,728	23,000	..	11,451	18,000	..	7,701	13,000	..
UNION THEOLOGICAL SEMINARY		14,400	17,600	6	10,700	17,600	11	8,800	10,100	5	7,200	...	..
VASSAR COLLEGE		15,000	25,000	..	13,000	17,000	..	10,000	15,000	..	9,000	12,000	..
WADHAMS HALL COLLEGE	A	11,300	15,000	8	8,530	12,000	9	7,600	9,400	6	6,500	8,000	5
WELLS COLLEGE		14,000	19,300	..	12,600	14,940	..	9,700	13,752	..	8,500	9,800	..
NORTH CAROLINA													
CATAWBA COLLEGE	A,B,H	11,800	16,000	..	9,500	13,600	..	8,500	12,700	..	7,500	10,600	..
*ELIZABETH CITY STATE UNIV		13,500	17,500	..	11,500	14,500	..	9,700	13,000	..	8,000	10,800	..
GUILFORD COLLEGE		13,400	18,200	..	10,900	14,500	..	7,500	12,400	..	7,500	10,800	..
HIGH POINT COLLEGE		9,500	13,500	..	8,400	11,300	..	7,300	9,500	..	6,600	8,400	..
MEREDITH COLLEGE		12,000	17,000	..	10,300	13,500	..	8,700	11,200	..	7,600	10,000	..
*NORTH CAROLINA CENTRAL UNIV	H	12,000	19,700	..	10,600	16,300	..	9,500	15,100	..	6,600	11,900	..
PFEIFFER COLLEGE	H	9,500	16,000	..	8,400	14,800	..	7,600	12,000	..	7,500	10,700	..
SHAW UNIVERSITY	A	12,000	18,332	..	10,500	17,500	..	8,500	17,500	..	7,500	11,000	..
ST ANDREWS PRESBY COLLEGE		12,900	18,500	..	10,000	16,500	..	8,500	13,500	..	8,000	10,000	..
WARREN WILSON COLLEGE	C	8,500	...	..	8,500	...	..	6,600	9,000	12	6,100	6,400	3

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1972-73(CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT-NOTE	PROFESSOR MINIMUM	PROFESSOR MAXIMUM	PROFESSOR INCR.	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR INCR.	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSISTANT PROFESSOR INCR.	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	INSTRUCTOR INCR.
(* PUBLIC INSTITUTION)													
NORTH DAKOTA													
NORTHWEST BIBLE COLLEGE	B,M	7,000	9,000	20	6,000	9,000	20	7,000	8,000	20	6,300	7,300	20
OHIO													
*AIR FORCE INST OF TECHNOLOGY	F,G	19,896	28,605	9	16,115	24,552	9	13,645	20,952	9	11,667	17,760	9
BLUFFTON COLLEGE		11,000	14,000	--	9,400	12,000	--	8,500	10,700	--	7,000	8,700	--
*CENTRAL STATE UNIVERSITY		15,600	20,450	--	12,500	17,149	--	10,203	13,950	--	8,400	11,600	--
CINCINNATI BIBLE SEMINARY	M	7,250	8,955	--	7,031	8,578	--	6,804	8,302	--	6,351	7,748	--
COL OF MT ST JOSEPH ON OHIO		10,000	14,000	--	9,000	13,095	--	8,000	11,005	--	7,000	9,000	--
DEFIANCE COLLEGE		11,000	---	--	9,500	12,000	--	8,000	11,003	--	8,500	9,500	--
DENISON UNIVERSITY		13,500	22,500	--	11,850	15,600	--	9,900	15,300	--	8,800	9,500	--
EDGECLIFF COLLEGE	A,G	11,000	13,000	--	9,107	11,000	--	8,500	9,500	--	7,500	8,500	--
EVANGELICAL LUTHERN THEO SEM		13,500	17,600	--	13,500	15,300	--	---	---	--	---	12,300	--
FINDLAY COLLEGE	G	12,000	---	--	10,000	14,500	--	9,500	13,000	--	7,500	10,500	--
HEBREW UNION COLLEGE	M	17,300	26,000	9	14,500	16,000	9	12,500	14,000	9	9,350	---	--
LAKE ERIE COLLEGE		12,500	17,000	--	10,500	14,000	--	9,000	12,000	--	7,500	10,000	--
OHIO DOMINICAN COLLEGE		12,950	14,700	--	10,900	12,900	--	8,800	10,800	--	7,800	8,800	--
OHIO NORTHERN UNIVERSITY	A,G	12,500	21,000	--	10,500	17,000	--	9,000	14,000	--	8,000	12,000	--
OHIO WESLEYAN UNIVERSITY	A	19,075	21,965	--	12,625	15,075	--	10,075	12,625	--	7,750	10,075	--
PONTIFICAL COLL JOSEPHINUM	G	11,000	11,000	--	9,750	10,500	3	9,300	9,500	2	8,000	8,250	1
RIO GRANDE COLLEGE	B	10,000	---	--	9,000	13,500	--	8,000	12,000	--	7,000	9,500	--
ST JOHN COL OF CLEVELAND		14,400	16,900	--	13,200	15,600	--	11,400	14,400	--	9,200	11,400	--
TIFFIN UNIVERSITY		12,000	---	--	9,000	12,000	--	7,800	11,400	--	6,000	10,200	--
UNITED THEOLOGICAL SEMINARY		15,750	15,750	--	14,750	15,500	3	13,750	14,500	3	---	---	--
WILBERFORCE UNIVERSITY		10,500	14,000	7	9,000	12,500	7	7,000	11,000	7	6,000	9,500	7
WILMINGTON COLLEGE	A	11,500	18,000	--	9,500	14,500	--	8,500	12,000	--	7,500	10,000	--
OKLAHOMA													
*CENTRAL STATE UNIVERSITY		14,950	16,000	15	11,000	14,750	12	9,500	13,000	10	7,400	12,400	8
*LANGSTON UNIVERSITY	B	13,000	17,900	12	9,600	15,750	12	9,000	13,333	12	6,000	9,750	12
OREGON													
*EASTERN OREGON COLLEGE		14,238	22,068	9	11,196	17,334	9	9,162	14,220	9	7,290	11,322	9
LEWIS AND CLARK COLLEGE		15,000	20,207	6	12,500	15,600	6	10,000	12,500	6	9,000	9,500	1
*OREGON COLLEGE OF EDUCATION		14,238	22,068	9	11,196	17,334	9	9,162	14,220	9	7,290	11,322	9
*OREGON STATE UNIVERSITY	G	14,238	22,068	9	11,196	17,334	9	9,162	14,220	9	7,290	11,322	9
*OREGON TECHNICAL INSTITUTE		14,238	22,068	9	11,196	17,334	9	9,162	14,220	9	7,290	11,322	9
*PORTLAND STATE UNIVERSITY	G	14,238	22,068	9	11,196	17,334	9	9,162	14,220	9	7,290	11,322	9
REED COLLEGE	B	14,600	22,900	9	12,200	14,600	4	9,700	12,050	5	8,750	9,150	1
*UNIVERSITY OF OREGON	G,F,G	14,238	22,068	9	11,196	17,334	9	9,162	14,220	9	7,290	11,322	9
WESTERN BAPTIST BIBLE COLL		9,000	12,000	--	7,000	10,000	--	5,000	9,000	--	4,000	8,000	--
WESTERN CONS BAPTIST SEM	A,B	8,943	19,751	12	8,341	14,118	12	7,800	13,506	12	7,200	12,708	12
PENNSYLVANIA													
*BLOOMSBURG STATE COLLEGE	M	15,820	21,240	6	13,020	17,460	6	10,720	14,360	6	8,820	11,800	6
*CALIFORNIA STATE COLLEGE	M	15,820	21,240	6	13,020	17,460	6	10,720	14,360	6	8,820	11,800	6
*CHEYNEY STATE COLLEGE	M	15,820	21,240	6	13,020	17,460	6	10,720	14,360	6	8,820	11,800	6
*CLARION STATE COLLEGE	M	15,820	21,240	6	13,020	17,460	6	10,720	14,360	6	8,820	11,800	6
DUQUESNE UNIVERSITY	G,M	8,500	21,300	24	7,500	16,800	24	6,500	13,400	24	5,500	10,200	24
*EAST STROUDSBURG STATE COLL	M	15,820	21,240	6	13,020	17,460	6	10,720	14,360	6	8,820	11,800	6
*EDINBORO STATE COLLEGE	M	15,820	21,240	6	13,020	17,460	6	10,720	14,360	6	8,820	11,800	6
GENEVA COLLEGE		11,250	24,000	--	10,500	18,500	--	7,800	10,000	--	6,000	12,000	--
GRATZ COLLEGE		12,500	16,500	8	11,000	14,500	7	10,000	12,500	5	8,000	9,500	3
GWYNEDD-MERCY COLLEGE	M	12,000	---	--	9,600	12,600	6	7,600	10,100	5	6,000	8,200	4
HAVERFORD COLLEGE		16,500	28,000	--	13,500	16,500	--	10,000	13,500	--	9,500	---	--
IMMACULATA COLLEGE		14,800	17,500	--	12,500	14,500	--	9,900	13,000	--	8,800	9,500	--
*INDIANA UNIVERSITY OF PENN	M	15,820	21,240	6	13,020	17,460	6	10,720	14,360	6	8,820	11,800	6
KING'S COLLEGE		12,750	17,300	--	10,800	15,000	--	8,300	12,150	--	7,000	10,000	--
*KUTZTOWN STATE COLLEGE	M	15,820	21,240	6	13,020	17,460	6	10,720	14,360	6	8,820	11,800	6
LA ROCHE COLLEGE	A,J	9,600	20,200	--	7,800	15,000	--	6,900	12,000	--	6,000	9,630	--
LA SALLE COLLEGE		16,500	20,300	--	12,350	16,000	--	10,210	12,910	--	8,150	10,600	--
*MANSFIELD STATE COLLEGE	M	15,820	21,240	6	13,020	17,460	6	10,720	14,360	6	8,820	11,800	6
MARYWOOD COLLEGE	A,G	15,015	18,852	--	11,500	15,075	--	9,100	14,583	--	8,760	14,871	--
MERCYHURST COLLEGE		13,500	17,500	5	11,000	13,000	5	9,000	11,000	4	7,500	9,000	3
*MILLERSVILLE STATE COLLEGE	M	15,820	21,240	6	13,020	17,460	6	10,720	14,360	6	8,820	11,800	6
OUR LADY OF ANGELS COLLEGE	C,M	13,500	15,500	--	11,500	13,500	--	9,820	11,820	--	8,150	10,150	--
SAINT FRANCIS COLLEGE		14,000	18,200	7	11,000	14,500	7	9,200	12,000	7	7,000	10,250	7
SAINT VINCENT COLLEGE	A,B	13,500	16,000	--	11,000	14,500	--	9,500	13,500	--	7,500	12,000	--
*SHIPPENSBURG STATE COLLEGE	M	15,820	21,240	6	13,020	17,460	6	10,720	14,360	6	8,820	11,800	6
*SLIPPERY ROCK STATE COLLEGE	M	15,820	21,240	6	13,020	17,460	6	10,720	14,360	6	8,820	11,800	6
VILLA MARIA COLLEGE	A,E,G	11,700	---	--	9,300	12,900	--	7,600	11,350	--	6,500	8,500	--
WAYNESBURG COLLEGE		13,000	17,688	--	10,660	14,286	--	9,190	12,318	--	7,720	10,344	--
*WEST CHESTER STATE COLLEGE	M	15,820	21,240	6	13,020	17,460	6	10,720	14,360	6	8,820	11,800	6
WILKES COLLEGE	A,G	13,500	18,400	--	11,200	15,200	--	8,700	13,900	--	6,500	11,500	--
YORK COLLEGE OF PENN		15,000	20,000	--	12,000	17,000	--	10,000	14,000	--	8,000	11,000	--
RHODE ISLAND													
BRYANT COLLEGE OF BUS ADMIN		13,500	18,635	--	12,000	16,166	--	9,250	14,391	--	6,000	12,700	--
PROVIDENCE COLLEGE		15,000	20,000	--	13,200	14,000	--	10,600	12,600	--	9,500	10,300	--
SOUTH CAROLINA													
BAPTIST COLL AT CHARLESTON	A,B,G	12,000	16,317	15	9,540	13,624	15	8,190	12,610	23	7,725	8,795	3
BENEDICT COLLEGE		8,000	19,700	--	8,000	14,600	--	7,000	13,129	--	7,000	11,340	--
CENTRAL WESLEYAN COLLEGE		9,100	11,900	--	8,300	10,700	--	7,500	8,600	--	6,600	7,300	--
CLAFLIN COLLEGE		11,000	15,620	--	9,000	12,000	--	8,000	11,000	--	7,500	11,000	--
*COLLEGE OF CHARLESTON		13,500	19,000	--	11,500	16,000	--	9,500	13,500	--	7,200	9,000	--
ERSKINE COLLEGE	A	9,300	13,500	--	9,000	12,100	--	8,000	10,550	--	7,000	8,000	--
NEWBERRY COLLEGE	A	13,000	17,000	--	10,000	14,000	--	9,000	12,000	--	7,000	10,000	--
*THE CITADEL	B,F	14,450	17,580	3	12,950	16,330	5	9,975	14,065	9	9,300	9,600	1

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1972-73(CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT-NOTE	PROFESSOR MINIMUM	PROFESSOR MAXIMUM	PROFESSOR INCR.	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR INCR.	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSISTANT PROFESSOR INCR.	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	INSTRUCTOR INCR.
(* PUBLIC INSTITUTION)													
SOUTH CAROLINA(CONTINUED)													
VOORHEES COLLEGE	A,G,M	11,000	15,000	3	9,500	14,500	4	8,000	12,500	4	7,000	10,000	3
*WINTHROP COLLEGE	G	12,250	20,050	..	12,350	16,150	..	9,750	14,150	..	8,000	10,200	..
SOUTH DAKOTA													
AUGUSTANA COLLEGE	A,G	10,000	17,000	..	9,000	15,000	..	7,500	11,000	..	6,500	9,000	..
NORTH AMERICAN BAPTIST SEM		11,350	11,750	2	10,350	10,750	2	9,550	9,950	2	...	...	..
YANKTON COLLEGE		10,400	13,000	7	9,100	11,700	8	7,900	10,400	9	7,150	9,100	7
TENNESSEE													
*AUSTIN PEAY STATE UNIVERSITY	A,B	8,400	19,330	..	7,800	18,380	..	7,500	15,500	..	6,200	13,290	..
BELMONT COLLEGE		10,919	12,000	..	8,930	10,400	..	7,885	9,400	..	7,437	8,000	..
BETHEL COLLEGE		9,300	14,000	4	7,000	11,000	4	6,500	8,000	4	6,000	7,500	4
BRYAN COLLEGE	B,G	9,100	14,750	9	7,450	13,675	9	6,575	12,100	9	5,825	10,700	9
ANDREWS COLLEGE	A,G	12,500	14,800	..	9,700	12,400	..	8,300	9,800	..	7,000	8,400	..
LANE COLLEGE	A,E	10,000	...	..	9,000	11,000	..	8,000	10,000	..	7,000	9,000	..
LEE COLLEGE	B	7,787	11,878	9	7,468	11,560	9	5,718	10,992	11	5,506	9,506	10
*MEMPHIS STATE UNIVERSITY	A,B	8,400	19,930	..	7,800	18,380	..	7,500	15,500	..	6,200	13,290	..
**NICOLE TENNESSEE STATE UNIV	A,B,C	8,400	19,930	..	7,800	18,380	..	7,500	15,500	..	6,200	13,290	..
SOUTHERN MISSIONARY COLLEGE		11,300	11,400	2	10,500	10,800	3	9,400	10,400	4	8,300	9,200	4
*TENNESSEE STATE UNIVERSITY	B	8,400	19,930	..	7,800	18,380	..	7,500	15,500	..	6,200	13,290	..
*TENNESSEE TECHNOLOGICAL UNIV	A,B	8,400	19,930	..	7,800	18,380	..	7,500	15,500	..	6,200	13,290	..
TENNESSEE WESLEYAN COLLEGE		10,700	14,500	..	9,300	12,500	..	8,300	11,200	..	7,300	9,000	..
TEXAS													
ABILENE CHRISTIAN COLLEGE	A,G,H	11,340	13,052	2	8,865	11,955	2	7,785	10,774	2	6,840	7,830	3
*ANGELO STATE UNIVERSITY	A,B,M	14,328	17,244	..	11,628	15,372	..	8,784	12,960	..	7,344	9,792	..
DALLAS BAPTIST COLLEGE		12,400	16,300	..	9,600	12,600	..	8,400	10,800	..	6,800	8,400	..
*EAST TEXAS STATE UNIVERSITY	A	13,800	18,325	..	11,800	15,500	..	10,300	14,500	..	8,900	12,200	..
GULF-COAST BIBLE COLLEGE	B	8,965	10,349	11	8,545	9,965	11	7,965	9,345	11	7,385	8,225	7
HOUSTON-TILLOTSON COLLEGE		11,000	17,500	..	9,500	14,300	..	8,000	10,800	..	7,500	9,800	..
HOWARD PAYNE COLLEGE		9,600	14,000	..	8,900	12,600	..	7,500	11,000	..	6,500	9,700	..
MARY HARDIN-BAYLOR COLLEGE	A,C	11,800	14,500	..	10,500	13,850	..	9,500	11,250	..	8,500	10,800	..
*PAN AMERICAN UNIVERSITY		15,120	17,460	..	12,600	14,940	..	10,260	12,427	..	7,740	9,900	..
PAUL QUINN COLLEGE	A,C,P	10,000	14,000	8	8,000	11,000	10	7,000	10,000	10	6,000	9,000	10
*SAM HOUSTON STATE UNIVERSITY	A,B,C	13,077	16,776	7	11,643	15,336	7	10,881	13,581	5	9,459	10,269	3
SOUTHWESTERN ASSEMB GOD COLL		9,884	11,284	14	8,408	9,608	12	7,138	7,938	8	6,146	6,938	6
SOUTHWESTERN UNION COLLEGE		10,500	11,400	5	9,792	10,800	5	9,408	10,404	5	8,304	9,204	5
TEXAS COLLEGE	B,M	10,000	14,000	..	9,000	11,500	..	7,200	9,000	..	6,300	7,200	..
*TEXAS SOUTHERN UNIVERSITY		15,000	18,554	..	12,883	16,364	..	10,000	14,560	..	8,500	11,500	..
TEXAS WESLEYAN COLLEGE		11,500	15,900	..	10,250	15,000	..	9,400	11,700	..	9,000	11,000	..
*WEST TEXAS STATE UNIVERSITY		15,003	19,008	..	11,796	17,658	..	9,180	14,319	..	7,500	11,500	..
UTAH													
. . . . .													
VERMONT													
C OF ST JOSEPH THE PROVIDER	A	10,500	...	..	9,000	18,000	..	7,500	15,000	..	6,500	12,000	..
*JOHNSON STATE COLLEGE		10,000	18,000	..	9,000	15,000	..	8,000	12,500	..	7,000	10,000	..
VIRGINIA													
AVERETT COLLEGE		14,990	16,200	..	10,400	13,200	..	9,200	12,800	..	8,400	12,000	..
EASTERN MENNONITE COLLEGE		8,100	12,150	..	7,500	10,530	..	6,950	9,930	..	6,350	8,500	..
EMORY AND HENRY COLLEGE		12,000	17,000	..	10,000	14,000	..	8,000	11,950	..	7,000	10,000	..
HAMPTON INSTITUTE	G	13,000	23,000	..	11,000	17,000	..	9,000	13,000	..	7,000	11,000	..
*LONGWOOD COLLEGE		14,000	19,000	..	11,000	15,500	..	9,000	13,500	..	8,500	10,000	..
*MADISON COLLEGE		12,700	17,500	..	11,300	15,000	..	9,400	12,000	..	8,500	10,500	..
MARY BALDWIN COLLEGE		13,519	16,380	..	11,766	15,750	..	9,288	12,810	..	7,800	10,500	..
*MARY WASHINGTON COLLEGE		13,400	16,203	7	11,400	13,803	8	9,600	11,100	5	8,400	9,920	5
RANDOLPH-MACON WOMENS COLL		12,000	19,100	..	10,500	14,000	..	9,100	11,900	..	8,100	9,500	..
SAINT PAUL'S COLLEGE	A,C	11,000	15,000	8	9,000	12,000	6	8,000	10,500	5	7,000	9,500	5
UNION THEOL SEM IN VA		10,000	14,300	..	9,000	12,500	..	8,500	11,500	..	...	...	..
*VIRGINIA MILITARY INSTITUTE	H	10,000	18,400	7	13,500	15,900	7	11,200	13,080	7	9,100	10,700	6
*VIRGINIA STATE COLLEGE		12,900	20,700	14	10,200	16,200	13	8,400	12,800	12	7,400	10,400	11
WASHINGTON													
*EASTERN WASHINGTON STATE COL		14,100	19,400	..	11,700	16,600	..	9,700	13,800	..	8,100	11,000	..
FORT WRIGHT COLL HOLY NAMES	A	9,000	12,000	..	7,500	10,000	..	6,000	8,000	..	5,500	7,000	..
GONZAGA UNIVERSITY		14,300	18,480	..	11,880	15,950	..	9,353	13,420	..	8,140	10,890	..
SEATTLE UNIVERSITY	A	12,000	18,000	..	10,000	15,000	..	8,000	12,000	..	7,000	...	..
WALLA WALLA COLLEGE		11,000	11,400	4	10,500	10,800	3	9,600	10,400	4	8,300	9,200	5
*WESTERN WASHINGTON ST COLL	E,G	14,702	25,530	9	11,875	19,186	7	9,491	12,713	8	8,172	9,072	3
WHITWORTH COLLEGE	B	12,950	19,650	10	9,550	13,700	20	9,250	11,900	18	7,650	9,000	9
WEST VIRGINIA													
*CONCORD COLLEGE	G	12,000	17,650	..	10,800	14,100	..	9,300	12,480	..	7,500	9,800	..
*FAIRMONT STATE COLLEGE		13,347	17,379	..	9,936	16,416	..	8,748	12,996	..	7,425	10,359	..
*WEST LIBERTY STATE COLLEGE	A	13,000	17,100	..	9,500	14,000	..	8,800	12,700	..	8,000	10,800	..
WEST VIRGINIA WESLEYAN COLL		10,000	15,000	..	9,000	12,500	..	8,000	12,000	..	7,000	9,500	..
WISCONSIN													
BELOIT COLLEGE		14,000	...	..	11,000	15,000	..	10,000	13,000	..	9,000	10,500	..
CARTHAGE COLLEGE	A,G	13,440	18,060	..	10,605	14,730	..	9,450	12,600	..	8,400	10,290	..
*MARIAN COLL OF FOND DU LAC	H	13,500	20,250	5	10,000	15,000	5	8,500	16,250	5	6,500	10,625	5
MOUNT MARY COLLEGE		11,000	12,000	..	10,000	11,500	..	9,000	10,000	..	7,500	9,000	..
NORTHLAND COLLEGE		11,900	17,300	..	10,500	14,900	..	8,800	12,500	..	7,500	10,600	..

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1972-73(CONTINUED)

STATE AND INSTITUTION BY CONTROL	FOOT-NOTE	PROFESSOR MINIMUM	PROFESSOR MAXIMUM	PROFESSOR INCR.	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR INCR.	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSISTANT PROFESSOR INCR.	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	INSTRUCTOR INCR.
(* PUBLIC INSTITUTION)													
WYOMING													
. . . . .													
CANAL ZONE													
. . . . .													
PUERTO RICO													
COLLEGE OF THE SACRED HEART	B	7,750	11,750	4	6,700	10,730	4	5,850	9,850	4	5,100	9,100	4
INTER AMER U RAMEY CAMPUS	B,D	11,400	15,900	5	8,400	12,900	5	6,900	11,400	5	6,200	10,700	5
INTER AMER UNIV HATO REY CAM	B,D	11,400	15,900	5	8,400	12,900	5	6,900	11,400	5	6,200	10,700	5
INTER AMER UNIV SAN GERMAN C	B,D	11,400	15,900	5	8,400	12,900	5	6,900	11,400	5	6,200	10,700	5
VIRGIN ISLANDS													
*COL OF VIRGIN IS-ST THOMAS	B	16,260	19,810	5	13,720	14,720	5	11,410	13,900	5	9,200	10,740	4
GUAM													
*UNIVERSITY OF GUAM		12,584	18,584	8	11,024	16,224	8	9,594	14,274	8	8,424	12,584	8

FOOTNOTES--4 YEAR INSTITUTIONS SALARY SCHEDULES

[A]Number of increments varies with level of educational preparation within rank.
[B]Salaries cover the range of educational preparation within each rank.
[C]Salaries shown exclude merit increments.
[D]Two years of service are required for one increment.
[E]Final increment for professor is outside regular increment series.
[F]Schedule provides for a rank above professor.
[G]Calendar year is equated to academic year on basis of 9/11.
[H]Intermediate minimum and maximum salaries are provided within ranks for faculty in specified groupings of experience or service.
[I]Salary schedule is based on eight academic months.
[J]Maximum salaries are open, listed figures are estimates of salaries paid.
[K]Maximum salaries include special supplement for faculty in approved research projects.
[L]Maximum scheduled salary listed for professors may be exceeded with board approval.
[M]Level of scheduled salaries changes one or more times during the regular academic year. Scheduled salaries in effect in December-January are used for this study.
[N]Salaries listed apply only to faculty who are primarily in basic sciences.
[O]Five years of service are required for one increment.
[P]Salaries are scheduled for 1971-72; schedule for 1972-73 is not available in April 1973. Contract agreement announced in July 1973 provides a retroactive salary increase of $600 for 1972-73.

EXAMPLES OF SALARY SCHEDULES

This section contains salary schedules selected to complement those included in previous studies. The selection of the schedules does not imply endorsement or approval by the National Education Association or NEA Research. They have been chosen as examples because they contain provisions about salary placement and advancement which may be of interest to faculty and staff in institutions currently revising or updating their salary schedules. Where possible, information in the original documents not within the scope of this report has been deleted.

These institutions have granted NEA Research permission to reproduce their salary schedules. They are included for illustrative purposes only; therefore, identification has been deleted.

SALARY SCHEDULE OF A NONPUBLIC COLLEGE ENROLLING 1,050 STUDENTS

[NAME OF INSTITUTION]

FACULTY SALARY SCALE

1972-73

(incorporating 3.75% increase)

	INSTRUCTOR		ASSISTANT		ASSOCIATE		PROFESSOR
	I	II	I	II	I	II	
1.	8,940	9,385	10,130	10,690	12,450	13,200	16,800
2.	9,385	9,830	10,450	11,015	12,825	13,580	17,340
3.	9,830	10,350	10,765	11,340	13,200	13,975	17,880
4.			11,080	11,670	13,570	14,375	18,420
5.			11,400	12,005	13,955	14,780	18,970
6.			11,725	12,340	14,350	15,185	19,515
7.			12,045	12,680	14,745	15,600	20,065
8.					15,150	16,020	

I = Less than Ph.D. or equivalent

II = Doctorate

SALARY SCHEDULE OF A NONPUBLIC COLLEGE ENROLLING 400 STUDENTS

[NAME OF INSTITUTION]

Salary Scale

Rank	B.A.	M.A.	M.A. + 30	Ph.D.
Instructor	$6,500 - 8,125	$ 7,500 - 9,375	$ 8,500 - 10,625	- - - - - - - - - - - - -
Assistant professor	- - - - - - - - - - -	8,500- 12,750	9,500 - 14,250	$10,000 - 16,250
Associate professor	- - - - - - - - - - -	10,000- 15,000	11,000 - 16,250	12,000 - 18,000
Professor	- - - - - - - - - - -	- - - - - - - - - - -	- - - - - - - - - - -	13,500 - 20,250

1. All salaries are for nine (9) months.

2. Not included in the scale are the following fringe benefits:

   (a) TIAA-CREF - 5% of current salary contributed by the College, up to a limit of $20,000 of salary, for those eligible under the College retirement policy.

   (b) One-half of Blue Cross-Blue Shield health insurance premiums.

   (c) Group life insurance benefits.

   (d) FICA, Unemployment Compensation, and Workmen's Compensation.

   (e) Free tuition for dependents, with full tuition for four (4) years paid for children of faculty members and administrators who die while in service to the College after five (5) continuous years of service to the College.

3. Weighted salary is computed by adding base salary (including increments), retirement benefits contribution, health insurance contribution, life insurance contribution, FICA contribution, Unemployment Compensation contribution, and Workmen's Compensation contribution, as noted in the AAUP compensation and computation formula.

4. Summer sessions salaries are equal to 2½% of current salary (excluding fringe benefits) for each credit hour taught up to a maximum of 15% for six (6) credit hours taught in a six-week session.

5. Instructors will be rehired for no more than five (5) years. At the end of this period they will either be promoted in rank or terminated.

6. Normal increments will be 5% of base (not current) salary up to a maximum of ten (10) years. Thus the increments will be as follows:

Base	Annual Increment
$ 6,500	$325
7,500	375
8,500	425
9,500	475
10,000	500
10,500	525
11,000	550
12,000	600
13,500	675

7. The increments noted do not include merit raises. These may be awarded at any point in the scale at the discretion of the College.

8. New faculty members will be allowed one step on the scale for each year of service at other institutions to a maximum of ten (10) years.

SALARY SCHEDULE OF A STATE COLLEGE ENROLLING 5,300 STUDENTS

FACULTY SALARY SCHEDULE FOR 1972-73

	Instructor		Assistant Professor				Associate Professor			Professor	
Years	Masters	60 hrs.	Masters	60 hrs.	90 hrs.	Doctorate	60 hrs.	90 hrs.	Doctorate	90 hrs.	Doctorate
0	$ 8,600	$ 9,800	$ 8,700	$ 9,900	$11,100	$12,300	$10,400	$11,600	$12,800	$12,200	$13,400
1	8,900	10,100	9,000	10,200	11,400	12,600	10,700	11,900	13,100	12,500	13,700
2	9,200	10,400	9,300	10,500	11,700	12,900	11,000	12,200	13,400	12,800	14,000
3	9,500	10,700	9,600	10,800	12,000	13,200	11,300	12,500	13,700	13,100	14,300
4	9,700	10,900	9,900	11,100	12,300	13,500	11,600	12,800	14,000	13,400	14,600
5	9,900	11,100	10,100	11,300	12,500	13,700	12,000	13,200	14,400	13,800	15,000
6	10,100	11,300	10,400	11,600	12,800	14,000	12,400	13,600	14,800	14,200	15,400
7	10,200	11,400	10,600	11,800	13,000	14,200	12,700	13,900	15,100	14,500	15,700
8	10,300	11,500	10,800	12,000	13,200	14,400	13,000	14,200	15,400	14,800	16,000
9	10,400	11,600	11,000	12,200	13,400	14,600	13,300	14,500	15,700	15,100	16,300
10	...	...	...	...	...	...	...	...	...	15,400	16,600

SALARY SCHEDULE OF A NONPUBLIC UNIVERSITY COLLEGE ENROLLING 2,000 STUDENTS

[NAME OF INSTITUTION]

New Salary Schedule
Effective July 1, 1972

	Minimum starting salary	Scheduled annual increases
Professor	$16,000	$500 up to a total of $1,500 above minimum salary
Associate professor	13,000	
Assistant professor	10,500	
Associate	9,500	$500 up to a total of $1,000 above minimum salary
Ins. uctor	8,500	
Lecturer	1,400 per course	$50 per course up to a total of $1,500 per course

Annual increases will include all types of increases made to groups and to individuals within each group. Once an individual has received the total prescribed annual increases, only merit, across-the-board and other approved increases will thereafter be made.

SALARY SCHEDULE OF A NONPUBLIC COLLEGE ENROLLING 700 STUDENTS

[NAME OF INSTITUTION]
Approved August 16, 1969

FACULTY SALARY BRACKETS

RANK	9 MONTH, FULL-TIME	MINIMUM RAISES
Professor	$10,000 - 15,000	750
Associate Professor M.A. + 30	9,000 - 12,000	600
Associate Professor M.A. + 15	8,500 - 11,000	550
Assistant Professor	8,000 - 10,000	500
Instructor	7,000 - 8,000	450

When advancement in academic rank occurs, appropriate placement in salary brackets will be considered.

Professor - An earned doctorate with at least three years experience in college teaching.

Associate Professor - A Master's Degree plus 15 semester hours in his teaching field, and at least 3 years experience in college teaching.

Assistant Professor - A Master's Degree with 3 years experience as an Instructor, Graduate Assistant, or in Public elementary or secondary schools.

Instructor - Master's Degree.

Graduate Assistant - B.A. Degree - less than M.A. - no teaching assignment.

This schedule applies to faculty teaching over 6 hours each semester and not over 65 years of age.

SALARY SCHEDULE OF A STATE SYSTEM OF PUBLIC COLLEGES

SALARIES

The salaries to be effective with respect to full-time FACULTY MEMBERS during the term of this Agreement shall be as follows:

I. RANGES FOR RANKS

RANGES AND EFFECTIVE DATES

Rank	11/14/71	2/15/72	Beginning of the first pay period of academic year 1972-73	First full pay period beginning on or after January 1, 1973	Beginning of the first pay period of academic year 1973-74	First full pay period beginning on or after January 1, 1974
Instructor	37 A thru F	37 A thru G	38 A thru G	39 A thru G	40 A thru G	41 A thru G
Ass't. Prof.	41 A thru F	41 A thru G	42 A thru G	43 A thru G	44 A thru G	45 A thru G
Assoc. Prof.	45 A thru F	45 A thru G	46 A thru G	47 A thru G	48 A thru G	49 A thru G
Professor	49 A thru F	49 A thru G	50 A thru G	51 A thru G	52 A thru G	53 A thru G

II. ACROSS-THE-BOARD INCREASES

Effective November 14, 1971, February 15, 1972, Beginning of the First Pay Period of Academic Year 1972-73, First Full Pay Period Beginning on or after January 1, 1973, and Beginning of the First Pay Period of Academic Year 1973-1974, across-the-board increases of one (1) step (approximately 5%) each on the COMMONWEALTH/COLLEGES Compensation Plan [attached] shall be granted to all FACULTY MEMBERS other than new employees, whether or not they are at their maximum or presently above their maximum.

Exhibit "A"
(Attachment)

COMMONWEALTH/COLLEGES COMPENSATION PLAN
(Academic Year Salaries)

September 1971

Rank	Range	A	B	C	D	E	F	G
Instructor	35	7,250	7,610	8,000	8,400	8,820	9,260	9,720
Assistant professor	39	8,820	9,260	9,720	10,200	10,720	11,240	11,800
Associate professor	44	11,240	11,800	12,400	13,020	13,680	14,360	15,080
Professor	48	13,680	14,360	15,080	15,820	16,620	17,460	18,340

November 14, 1971

Rank	Range	A	B	C	D	E	F	F+1*
Instructor	37	8,000	8,400	8,820	9,260	9,720	10,200	10,720
Assistant professor	41	9,720	10,200	10,720	11,240	11,800	12,400	13,020
Associate professor	45	11,800	12,400	13,020	13,680	14,360	15,080	15,820
Professor	49	14,360	15,080	15,820	16,620	17,460	18,340	19,260

February 15, 1972

Rank	Range	A	B	C	D	E	F	G	G+1**
Instructor	37	8,000	8,400	8,820	9,260	9,720	10,200	10,720	11,240
Assistant professor	41	9,720	10,200	10,720	11,240	11,800	12,400	13,020	13,680
Associate professor	45	11,800	12,400	13,020	13,680	14,360	15,080	15,820	16,620
Professor	49	14,360	15,080	15,820	16,620	17,460	18,340	19,260	20,220

September 1972

Rank	Range	A	B	C	D	E	F	G	G+1***
Instructor	38	8,400	8,820	9,260	9,720	10,200	10,720	11,240	11,800
Assistant professor	42	10,200	10,720	11,240	11,800	12,400	13,020	13,680	14,360
Associate professor	46	12,400	13,020	13,680	14,360	15,080	15,820	16,620	17,460
Professor	50	15,080	15,820	16,620	17,460	18,340	19,260	20,220	21,240

January 1973

Rank	Range	A	B	C	D	E	F	G	G+1
Instructor	39	8,820	9,260	9,720	10,200	10,720	11,240	11,800	12,400
Assistant professor	43	10,720	11,240	11,800	12,400	13,020	13,680	14,360	15,080
Associate professor	47	13,020	13,680	14,360	15,080	15,820	16,620	17,460	18,340
Professor	51	15,820	16,620	17,460	18,340	19,260	20,220	21,240	22,300

September 1973

Rank	Range	A	B	C	D	E	F	G	G+1
Instructor	40	9,260	9,720	10,200	10,720	11,240	11,800	12,400	13,020
Assistant professor	44	11,240	11,800	12,400	13,020	13,680	14,360	15,080	15,820
Associate professor	48	13,680	14,360	15,080	15,820	16,620	17,460	18,340	19,260
Professor	52	16,620	17,460	18,340	18,260	20,220	21,240	22,300	23,420

January 1974

Rank	Range	A	B	C	D	E	F	G	G+1
Instructor	41	9,720	10,200	10,720	11,240	11,800	12,400	13,020	...
Assistant professor	45	11,800	12,400	13,020	13,680	14,360	15,080	15,820	...
Associate professor	49	14,360	15,080	15,820	16,620	17,460	18,340	19,260	...
Professor	53	17,460	18,340	19,260	20,220	21,240	22,300	23,420	...

NOTE: *The F + 1 reference was created to provide a one (1) step increment (approximately 5%) across-the-board pay raise effective November 14, 1971, to all FACULTY then at their maximum. The F + 1 reference became Step G, effective February 15, 1972.

**The G + 1 reference was created to provide a one (1) step increment (approximately 5%) across-the-board pay raise, effective February 15, 1972, to all FACULTY then at their maximum.

***Only those FACULTY MEMBERS currently at G + 1 will remain at that reference until January, 1974. In January of 1974, those at G + 1 revert to Step G, because of the range change.

III. ANNUAL INCREMENTS

In addition to the above, a FACULTY MEMBER shall be entitled to his annual service increments on his anniversary dates as defined by COMMONWEALTH/COLLEGE rules and regulations and past practice, or as may be changed by mutual agreement. Such annual service increments, Steps A thru G, shall be granted solely on the basis of service.

IV. PROCEDURE

Pursuant to the COMMONWEALTH/COLLEGES Compensation Plan, range changes, across-the-board increases, annual service increments (if applicable) and merit increments (if applicable) shall be applied in that order.

SALARY SCHEDULE OF A NONPUBLIC COLLEGE ENROLLING 850 STUDENTS

[NAME OF INSTITUTION]

Faculty Salary Scale (9 mo.)
Revised by
Executive Committee of the Board of Trustees
January 6, 1972

Rank	M.A.	Year of Teaching	Ph.D.	Rank
Instructor	7,000	1	9,000	Instructor
	7,250	2	9,300	
Assistant Professor	7,500	3	9,600	Assistant Professor
	7,750	4	9,900	
	8,000	5	10,200	
	8,250	6	10,500	
	8,500	7	10,800	
	8,750	8	11,100	Associate Professor
	9,000	9	11,400	
	9,250	10	11,700	
	9,500	11	12,000	
	9,750	12	12,300	
Associate Professor	10,000	13	12,600	Professor
	10,250	14	12,900	
	10,500	15	13,200	
	10,750	16	13,500	
	11,000	17	13,800	
	11,250	18	14,100	
	11,500	19	14,400	
		20	14,700	
		21	15,000	
		⋮		
		38		

SALARY SCHEDULE OF A STATE UNIVERSITY ENROLLING 4,000 STUDENTS

FACULTY SALARY SCHEDULE 1972-73

DEPARTMENT HEADS	BASE	STUDY	EXPERIENCE[a]	DOCTORATE	ADJUSTMENT AND MERIT[d]	9 MONTHS MAXIMUM
1 Professor with Doctorate	$13,896	$ 0 - 1,080[c]	$ 0 - 756	$ 1,512	$ 0 - 1,993	$19,237
2 Associate Professor with Doctorate	12,024	0 - 1,080[c]	0 - 756	1,512	0 - 1,500	16,872
3 Associate Professor without Doctorate	11,232	0 - 1,080[c]	0 - 756	–	0 - 1,500	14,568
4 Assistant Professor	10,440	0 - 1,080[c]	0 - 756	–	0 - 1,500	13,776
PROFESSOR						
1 Doctorate	12,852	0 - 1,080[c]	0 - 756	1,512	0 - 2,500	18,700
2 Doctorate	11,232	0 - 1,080[c]	0 - 756	1,512	0 - 1,500	16,080
3 Doctorate	10,980	0 - 1,080[c]	0 - 756	1,512	0 - 1,500	15,828
ASSOCIATE PROFESSOR						
1 Doctorate	10,656	0 - 1,080[c]	0 - 756	1,512	0 - 2,500	16,504
2 Doctorate	10,044	0 - 1,080[c]	0 - 756	1,512	0 - 1,500	14,892
3 Master's + 30	10,008	0 - 1,080[c]	0 - 756	–	0 - 1,500	13,344
4 Master's	8,676	0 - 1,080[b]	0 - 756	–	0 - 2,500	13,012
ASSISTANT PROFESSOR						
1 Doctorate	9,612	0 - 1,080[c]	0 - 756	1,512	0 - 1,500	14,460
2 Doctorate	9,252	0 - 1,080[c]	0 - 756	1,512	0 - 1,500	14,100
3 Master's + 30	9,216	0 - 1,080[c]	0 - 756	–	0 - 1,500	12,552
4 Master's	8,028	0 - 1,080[b]	0 - 756	–	0 - 2,500	12,364
INSTRUCTOR						
1 Master's + 30	8,064	0 - 1,080[c]	0 - 756	–	0 - 1,500	11,400
2 Master's + 30	7,380	0 - 1,080[c]	0 - 756	–	0 - 1,500	10,716
3 Master's	7,344	0 - 1,080[b]	0 - 756	–		
ASSISTANT INSTRUCTOR						
1 Bachelor's + Competency	6,660	–	0 - 756	–	0 - 2,000	9,416
2 Part-time (25%)	1,728	–	–	–	–	1,728

[a] Increments for college teaching experience are awarded at $108 per year up to a maximum of seven years.
[b] 0-30 SCH - Increments of $36 per semester credit hour of graduate work in a doctoral program
[c] 31-60 SCH - Increments of $36 per semester credit hour of graduate work in a doctoral program
[d] Adjustments are made for outstanding competence or creativity in those disciplines where the earned doctorate is not usually pursued. An increment of $972 is provided for the Registered Nurse Certification.

SALARY SCHEDULE OF A NONPUBLIC COLLEGE ENROLLING 650 STUDENTS

SALARY	RANK	QUALIFICATIONS	INCREMENTS
13,000-14,000 + Tenure Increment	Professor	A professor shall have the Ph.D. degree or its equivalent, at least nine years of successful college teaching or its equivalent, and an acceptable rating on the qualitative criteria items of: fidelity and ability as a teacher; successful student-teacher relationship; efforts in departmental and committee work within the college; ability to uphold the ideals of the college, to promote its objectives, and to cooperate with others to that end; scholarly interests, publications, and research. Faculty Memorandum No. 1376 December 18, 1968	Annual increments are not automatic; but, will be based, subject to budgetary appropriations and tuition charges, on: 1) Professional merit evaluation. This shall include, in addition to teaching excellence and academic strength, advanced study, research, scholarly publications, travel, and other forms of self-improvement effectively utilized. 2) Tenure. After seven years of successful teaching at [name of college], a tenured faculty member shall receive $100 per year for each completed year beyond seven. The maximum increment for tenure is $2,000 annually.
11,000-13,000 + Tenure Increment	Associate Professor	An associate professor shall have the Ph.D. degree or its equivalent, at least six years of successful college teaching or its equivalent, and an acceptable rating on the qualitative criteria items listed above.	
10,000-11,000 + Tenure Increment	Assistant Professor	An assistant professor shall have the master's degree plus additional graduate study or professional experience, at least three years of successful college teaching or its equivalent, and an acceptable rating of the qualitative criteria items listed above.	
8,000-10,000	Instructor	An instructor shall have the master's degree or its equivalent, or substantial progress toward a graduate degree, and also possess character and personality traits that will contribute to effective teaching. Previous college teaching shall be preferred but not required.	

[Section on fringe benefits has been deleted.]

SALARY SCHEDULE OF A NONPUBLIC COLLEGE ENROLLING 1,600 STUDENTS

SALARY SCALE

Instructor

Increment	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Present Scale --300	6,800	7,100	7,400	7,700	8,000	8,300	8,600	8,900
Stage I (1971-72)--325	7,300	7,625	7,950	8,275	8,600	8,925	9,250	9,575
Stage II (1972-73)--350	7,800	8,150	8,500	8,850	9,200	9,550	9,900	10,250

Assistant Professor

Present Scale--350	8,050	8,400	8,750	9,100	9,450	9,800	10,150	10,500
Stage I (1971-72(--375	8,625	9,000	9,375	9,750	10,125	10,500	10,875	11,250
Stage II (1972-73)--400	9,200	9,600	10,000	10,400	10,800	11,200	11,600	12,000

Associate Professor

Present Scale--450	9,650	10,100	10,550	11,000	11,450	11,900	12,350	12,800
Stage I (1971-72)--475	10,325	10,800	11,275	11,750	12,225	12,700	13,175	13,650
Stage II (1972-73)--500	11,000	11,500	12,000	12,500	13,000	13,500	14,000	14,500

Professor

Present Scale--550	12,250	12,800	13,350	13,900	14,450	15,000	15,550	16,100
Stage I (1971-72)--575	13,000	13,575	14,150	14,725	15,300	15,875	16,450	17,025
Stage II (1972-73)--600	14,000	14,600	15,200	15,800	16,400	17,000	17,600	18,200

SELECTED NEA RESEARCH PUBLICATIONS OF GENERAL INTEREST TO PERSONNEL IN HIGHER EDUCATION

Research Report

1973-R3 *Economic Status of the Teaching Profession, 1972-73.* 99 p. $2.75. Stock No. 25520

1973-R7 *Faculty Salary Schedules in Colleges and Universities, 1972-73.* 34 p. $1.50. Stock No. 435-25528

1973-R6 *Faculty Salary Schedules in Community-Junior Colleges, 1972-73.* 63 p. $1.75. Stock No. 435-25526

1973-R1 *Rankings of the States, 1973.* 76 p. $2.00. Stock No. 435-25516

1973-R5 *Salaries Paid and Salary-Related Practices in Higher Education, 1971-72.* 115 p. $2.00. Stock No. 435-25500

Research Memos

1973-7 *The Status of Women Faculty and Administrators in Higher Education Institutions, 1971-72.* 8 p. $1.00. Stock No. 382-11780